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ChangeOPMS XXI Concept and Primary FeaturesOPMS XXI Changes to Officer
Management and CareersCareer Field Designation ProcessPromotion Selection
ProcessCommand Selection ProcessPlan for Implementing OPMS XXI Why OPMS XXI is
BetterBack-up ChartsNew and Revised Functional AreasDesignation and Selection
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#####y#ydd#####d##### THIS BRIEFING HAS BEEN DEVELOPED TO PROVIDE AN EXECUTIVE-LEVEL OVERVIEW OF OFFICER PERSONNEL MANAGEMENT SYSTEM XXI (OPMS XXI), THE ARMY'S REVISED OFFICER PERSONNEL SYSTEM WHICH WILL BE IMPLEMENTED DURING THE NEXT FIVE YEARS, FY 98 - FY 02. THIS BRIEFING WILL ASSIST YOU IN UNDERSTANDING OPMS XXI AND WILL HELP PREPARE YOU TO DISCUSS OPMS XXI WITH OFFICERS UNDER YOUR SUPERVISION. OPMS XXI IS THE RESULT OF A YEAR-LONG STUDY LED BY MG DAVE OHLE AND THE OPMS XXI TASK FORCE. DURING THE OPMS XXI STUDY EFFORT, BRANCH AND FUNCTIONAL AREA PROPONENTS AND SENIOR REPRESENTATIVES OF COMMANDS AND AGENCIES THROUGHOUT THE ARMY WERE CONTINUOUSLY INVOLVED IN THE STUDY. VIEWS AND CONCERNS WERE INTEGRATED INTO THE FINAL REPORT AND RECOMMENDATIONS TO THE CHIEF OF STAFF. IN ADDITION TO THE MORE THAN ONE HUNDRED OFFICERS WHO PARTICIPATED IN MULTIPLE OPMS XXI CONFERENCES AND WORKSHOPS, MANY OTHER OFFICERS PARTICIPATED BY PROVIDING VALUABLE INPUT AND COMMENTS. THE CHIEF OF STAFF, ARMY AND THE BOARD OF DIRECTORS MONITORED THE OPMS XXI STUDY EFFORT CLOSELY AND ISSUED FREQUENT GUIDANCE AND SUPPORT. THIS BRIEFING IS ORGANIZED TO ADDRESS THE TOPICS SHOWN HERE, COMMENCING WITH SOME BACKGROUND INFORMATION AND REASONS WHY IT IS NECESSARY TO REVISE THE CURRENT OPMS; DISCUSSION OF THE PRIMARY FEATURES AND CONCEPT FOR OPMS XXI; CHANGES TO THE OFFICER PERSONNEL MANAGEMENT SYSTEM THAT WILL BE IMPLEMENTED; THE IMPLEMENTATION PLAN; AND WHY OPMS XXI IS A MAJOR IMPROVEMENT OVER THE CURRENT SYSTEM. THE BACK-UP CHARTS PROVIDE ADDITIONAL INFORMATION ABOUT EACH NEW AND REVISED FUNCTIONAL AREA, AND THE DESIGNATION AND SELECTION TIMELINES FOR OFFICERS IN EACH YEAR GROUP.

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THE LAST FORMAL STUDY OF THE ARMY OFFICER PERSONNEL SYSTEM WAS CONDUCTED IN 1984. THE ARMY IMPLEMENTED THE APPROVED RECOMMENDATIONS FROM THAT STUDY BEGINNING IN 1985. DURING THE PERIOD SINCE 1985, OPMS HAS EVOLVED SIGNIFICANTLY INTO THE CURRENT SYSTEM. DURING 1995 THE ARMY DEPUTY CHIEF OF STAFF FOR PERSONNEL CONDUCTED A SENSING OF THE HEALTH OF OPMS AS IT HAS EVOLVED OVER TIME. FOLLOWING THAT REVIEW, A PRE-CURSOR STUDY GROUP WAS FORMED TO ASSIST IN DETERMINING WHETHER AN EXTENSIVE REVIEW OF OPMS WAS REQUIRED. THE PRE-CURSOR STUDY GROUP CONSISTED OF SEVEN OFFICERS WHO OPERATED UNDER SUPERVISION OF THE COMMANDER, PERSCOM TO EXAMINE NEARLY 60 ISSUES RELATED TO THE MANAGEMENT OF ACTIVE COMPONENT OFFICERS AND WARRANT OFFICERS. THESE ISSUES RANGED ACROSS THE SPECTRUM OF OPMS RESPONSIBILITIES, FROM QUESTIONS ABOUT MANNING AND INVENTORY TO ISSUES INVOLVING ASSIGNMENT MANAGEMENT AND LEADER DEVELOPMENT. FOLLOWING HIS REVIEW OF THE PRE-CURSOR STUDY EFFORT IN 1996, THE CSA DIRECTED THAT THE OPMS XXI TASK FORCE BE FORMED TO CONDUCT A STUDY OF THE OFFICER PERSONNEL MANAGEMENT SYSTEM AND THE OFFICER DEVELOPMENT SYSTEM. THE TASK FORCE WAS DIRECTED TO PROVIDE THEIR RECOMMENDED CHANGES NOT LATER THAN JULY 1997. IN HIS CHARTER FOR THE OPMS XXI STUDY, THE CSA DIRECTED THAT THE OPMS XXI TASK FORCE FOCUS ON THREE ESSENTIAL TASKS: RECOMMEND APPROPRIATE CHANGES TO ENSURE THE ARMY DEVELOPS OFFICERS WHOSE BEHAVIOR REFLECTS ARMY VALUES AND WHO POSSESS THE RIGHT SKILLS, KNOWLEDGE AND ATTRIBUTES. RECOMMEND AN EXECUTABLE CONCEPTUAL FRAMEWORK FOR OPMS XXI THAT INTEGRATES THE TASK FORCE WORK WITH THE ONGOING LEADER DEVELOPMENT XXI, CHARACTER DEVELOPMENT XXI, AND NEW OER INITIATIVES. DESIGN AN IMPLEMENTATION STRATEGY FOR TASK FORCE RECOMMENDATIONS THAT PROVIDES A MECHANISM FOR PERIODIC REVIEWS AND UPDATES.

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#ÿÿ####ÿÿ#ÿÿd#####d#####S### OPMS XXI Goals Better for the Nation
Better for the Army Better for the Officeré

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Vision for OPMS Competent Officers of
character Leading the finest Army in the world Serving the Nation's best
interests

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required changes to OPMS Recommend an implementation planPurposes: Satisfy Total
Army Reqmts into XXI Century Develop officers with the right Skills, Knowledge,
and Attributes Develop officers whose behavior reflects # Army values

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Subsequent Action Plans (Timelines and Measures of Effectiveness)

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úÿö#r ## #####ÿÿd#####'### THIS CHART PORTRAYS
THE OVERALL ARCHITECTURE OF THE OPMS XXI STUDY, DEVELOPED IN RESPONSE TO THE
GUIDANCE PROVIDED BY THE CSA IN THE STUDY CHARTER. THE VISION WAS FOR AN OFFICER
DEVELOPMENT SYSTEM THAT DEVELOPS LEADERS OF CHARACTER WHO EMBODY THE VALUES
ESSENTIAL TO PROVIDING OUR SOLDIERS AND THE NATION UNSURPASSED MILITARY
LEADERSHIP. THE CSA ENVISIONED THAT THE RESULTS OF THE OPMS STUDY EFFORT WOULD
CHART THE COURSE FOR BUILDING AN OFFICER CORPS THAT CAN EFFECTIVELY SHAPE, TRAIN
AND LEAD THE TOTAL ARMY INTO THE 21ST CENTURY. THE GOAL OF THE OPMS XXI STUDY
WAS TO DEVELOP A FLEXIBLE AND ADAPTABLE OFFICER DEVELOPMENT SYSTEM THAT WOULD
REMAIN RESPONSIVE TO CURRENT, AS WELL AS FUTURE, REQUIREMENTS THROUGH A
CONTINUOUS IMPROVEMENT PROCESS. AFTER DESIGNING THE PROPOSED OFFICER
DEVELOPMENT SYSTEM, THE OPMS XXI TASK FORCE DEVELOPED AN IMPLEMENTATION PLAN TO
TRANSITION THE OFFICER CORPS FROM THE CURRENT OPMS TO THE REVISED SYSTEM.

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upÿÿ####ÿÿ####ÿÿd#####d#####Demonstrates responsible stewardship
of national resourcesRepresents the diverse society it servesReturns to the
Nation quality citizens

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enduring Army valuesDevelop motivated, competent and experienced officers
within and across all functions Integrates the leader development system and the
OPMSFosters sustained unit excellenceMatches operating inventory to
authorizationsPromotes AC and RC interoperabilityDevelops Army officers who
perform effectively in a joint environment

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I#ÿÿ#####ÿ[]#ÿÿd#####d#####n###Establish credible officer career opportunities Help officers form realistic expectations of career outcomes

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#2##[###ú#ö#q ## #####y#y#d#####d#####w### THE OPMS XXI TASK FORCE FORMULATED A VISION OF AN OFFICER DEVELOPMENT SYSTEM THAT COULD DEVELOP THE OFFICER CORPS NEEDED TO LEAD THE ARMY INTO THE 21ST CENTURY. THE TWELVE CHARACTERISTICS OF THE ENVISIONED OPMS XXI THAT WERE DEVELOPED BY THE TASK FORCE, TOGETHER WITH THE SUPPORTED GOALS OF THE REVISED SYSTEM, ARE SHOWN ON THIS CHART. THE OFFICER DEVELOPMENT SYSTEM WOULD BALANCE ARMY READINESS, TOGETHER WITH THE NEEDS OF THE ORGANIZATION AND THE OFFICER, AND ACHIEVE THESE GOALS: BETTER FOR THE NATION: MAINTAIN THE READINESS OF TODAY'S WARFIGHTERS, WHILE BUILDING TOMORROW'S WARFIGHTING FORCE. ADHERE TO SENSIBLE STEWARDSHIP OF RESOURCES AND MANAGEMENT OF ARMY ORGANIZATIONS. BETTER FOR THE ARMY: REMAIN UNCOMPROMISING IN THE TRADITION OF VALUES-BASED LEADERSHIP WHILE PRODUCING COMPETENT OFFICERS AND HIGHLY TRAINED, CAPABLE UNITS. BETTER FOR THE OFFICER: PROVIDE ALL OFFICERS WITH CHALLENGING AND FULFILLING CAREER OPTIONS AND REASONABLE OPPORTUNITY FOR SUCCESS. PROVIDE EACH OFFICER CONSTRUCTIVE, REALISTIC FEEDBACK THROUGH REGULAR FORMAL AND INFORMAL COUNSELING AND MENTORING THAT IS NEEDED TO MAKE INFORMED CHOICES.

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Warfighting remains as preeminent skill of Army, but also need officers who
understand how the Army worksBroaden the definition of warfighting--incorporate
ÿconflict preventionÿDefine ÿsuccessÿ for Army--rank or contributions?Examine an
operational/command track. How would we transition?Identified by others:
Summarized in Precursor Study Group PapersOther inputs: TOE Units becoming less
effective (CTC feedback)We don't execute well functions associated with
ÿrunningÿ the ArmyWe don't do a good job of securing DOD and Congressional
support for Army programs and requirements Council of Colonels also highlighted:
Values, Branch Qualification opportunities, Assignment Turbulence, and MEL4

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úÿö#r ## #####ÿÿd##### THIS CHART INDICATES
SOME OF THE KEY ISSUES THAT THE OPMS XXI TASK FORCE ADDRESSED. SOME ISSUES
REVIEWED BY THE OPMS XXI TASK FORCE WERE IDENTIFIED BY THE CSA IN HIS GUIDANCE
TO THE TASK FORCE. THE CSA EMPHASIZED THAT WARFIGHTING REMAINS THE PREEMINENT
SKILL FOR ARMY OFFICERS. HOWEVER, HE EMPHASIZED THAT THE ARMY ALSO NEEDS
OFFICERS WHO SPECIALIZE IN HOW THE ARMY FUNCTIONS AS AN INSTITUTION. THE CSA
DIRECTED THAT THE TASK FORCE EXAMINE AN OPERATIONAL / COMMAND TRACK, AND IF SUCH
A TRACK WERE RECOMMENDED, HOW THE ARMY WOULD TRANSITION. THE ISSUE PAPERS
PRODUCED BY THE PRE-CURSOR STUDY GROUP ALSO IDENTIFIED A LARGE NUMBER OF
SPECIFIC ISSUES THAT REQUIRED DETAILED STUDY AND ANALYSIS. OTHER ISSUES WERE
IDENTIFIED BY FEEDBACK FROM GENERAL OFFICERS AND OTHER OFFICERS IN THE FIELD, TO
INCLUDE THOSE AT MACOM AND HQDA LEVELS. ADDITIONAL ISSUES AROSE FROM
PARTICIPANTS IN THE PERIODIC COUNCIL OF COLONEL CONFERENCES CONDUCTED BY THE
TASK FORCE, WHILE OTHERS EMERGED FROM INPUT FROM OFFICERS THROUGHOUT THE ARMY.

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#####d#####(###Impact of Information AgeTechnologies?

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ú#ö#r #####y#y#d#####d#####ó### SEVERAL SIGNIFICANT EVENTS HAVE OCCURRED SINCE THE LE HARDY STUDY IN 1984, THE LAST FORMAL STUDY OF OPMS, WHICH INDICATED THE NEED FOR REVIEW AND REVISION OF THE ARMY OPMS. THESE EVENTS HAVE HAD A MAJOR IMPACT ON THE DEVELOPMENT AND MANAGEMENT OF ARMY OFFICERS. ONE OF THE MOST IMPORTANT EVENTS WAS THE 1986 DEFENSE REORGANIZATION ACT (GOLDWATER-NICHOLS) WHICH RESULTED IN MAJOR CHANGES TO RESPONSIBILITIES WITHIN THE DOD, THE COMBATANT COMMANDS, AND THE SERVICES. TITLE IV OF THIS ACT ESTABLISHED JOINT OFFICER PERSONNEL POLICY. THIS IS ONLY ONE DIMENSION OF GOLDWATER-NICHOLS WHICH HAS HAD FAR-REACHING IMPACT ON THE PROFESSIONAL DEVELOPMENT, ASSIGNMENT, AND PROMOTION POLICIES FOR ARMY OFFICERS. THE DEFENSE ACQUISITION WORKFORCE IMPROVEMENT ACT (DAWIA) IN 1989, AND SUBSEQUENT FORMATION OF THE ARMY ACQUISITION CORPS, ALSO HAD A SIGNIFICANT IMPACT ON THE EDUCATION, TRAINING, AND ASSIGNMENT OF A LARGE NUMBER OF ARMY OFFICERS. SINCE 1990, THE ARMY HAS UNDERGONE A MAJOR RESTRUCTURING, AND THE ACTIVE COMPONENT FORCE HAS DECREASED IN SIZE FROM 18 TO 10 DIVISIONS. RESOURCES PROVIDED TO TRAIN, EQUIP, SUPPORT AND SUSTAIN THE ARMY HAVE DECLINED SHARPLY. THE STRENGTH OF THE OFFICER CORPS HAS DECREASED BY ALMOST 20,000, OR MORE THAN 27%. DURING THIS SAME PERIOD, BOTH CONGRESSIONALLY MANDATED AND NON-MANDATED SUPPORT FOR AC/RC POSITIONS HAS INCREASED THE DEMAND FOR OFFICERS, ESPECIALLY BRANCH QUALIFIED CAPTAINS AND MAJORS, TO FILL THESE POSITIONS. DURING THIS SAME PERIOD, THE ARMY HAS MAINTAINED A HIGH TEMPO OF OPERATIONS. THE ARMY HAS BEEN COMMITTED MORE FREQUENTLY, OFTEN ON SHORT NOTICE, TO SUPPORT A WIDE RANGE OF US RESPONSES. MANY OF THESE JOINT OPERATIONS CONTINUED FOR A LENGTHY PERIOD AND REQUIRED THE ROTATION OF FORCES TO PROVIDE CONTINUOUS ARMY SUPPORT. ARMY OFFICERS SUPPORTING THESE OPERATIONS, FROM COMPANY- TO SENIOR FIELD GRADE-LEVEL, HAVE HAD TO PERFORM A WIDE RANGE OF RESPONSIBILITIES -- NOT ONLY AT THE TACTICAL LEVEL OF WARFARE, BUT OFTEN AT THE OPERATIONAL AND STRATEGIC LEVELS. THE ARMY MUST DEVELOP AND PREPARE ITS OFFICERS TO PERFORM EFFECTIVELY IN THIS FULL-SPECTRUM OPERATIONAL ENVIRONMENT. RAPID ADVANCES IN TECHNOLOGY DURING RECENT YEARS HAVE PERMITTED THE ARMY TO EVOLVE TOWARD AN INFORMATION-BASED ORGANIZATION. TO TAKE FULL ADVANTAGE OF NEW AND DEVELOPMENTAL INFORMATION SYSTEMS -- BOTH ON THE BATTLEFIELD AND WITHIN THE INSTITUTIONAL BASE -- THE ARMY MUST DEVELOP OFFICERS WITH EXPERTISE IN A WIDE VARIETY OF INFORMATION-RELATED SKILLS. ARMY XXI WILL EMERGE IN THE EARLY TWENTY FIRST CENTURY. THIS FORCE WILL REQUIRE A CORPS OF OFFICERS WITH THE SKILLS, KNOWLEDGE, AND ATTRIBUTES -- DEVELOPED THROUGH A COMBINATION OF FOCUSED TRAINING, EDUCATION AND EXPERIENCE -- WHO ARE CAPABLE OF PROVIDING LEADERSHIP FOR THIS TECHNOLOGICALLY ADVANCED FORCE. TO TAKE ADVANTAGE OF THE RAPID ADVANCES IN TECHNOLOGY THAT HAVE ALREADY OCCURRED, AND THAT ARE EXPECTED TO CONTINUE FOR THE FORSEEABLE FUTURE, THE ARMY MUST DEVELOP OFFICERS WITH EXPERTISE IN NEW FUNCTIONAL AREAS. #

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Annual demand = 2734 Annual production = 2070 Avg BQ MAJ has only 6-8 mos to #
spare before LTC Board

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90-103%, USMA 102%, # ARSTAFF 97%, SOCOM 95-118% TRADOC 80%, FOAs 73%, # AMC

85% USACE 65%, DAIG 74%, # MTMC 79%

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FA's

Depending on Floors FY 95 COL: AAC, ST 49 , & 48 FY 95 LTC: AAC, ST 45, ST 46,
ST49, & 48

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Concerns0ER inflation driving 0 DefectsÿworriesInordinate concern over
#assignmentsWidespread anxiety about career #securityè

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#####d#####u### High Rotational Turbulence 38% in each S3/X0 job < 12
mos 68% in multiple FG BQ < 24 mos MAJ TOS avg is 24 mosE

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Can fill 72% of MAJ auths CA: 66% FA CS: 56% MI & 63% SC CSS: 60% QM & OD FA:
65% FAOs Can fill 81% of BQ CPT authsü

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THERE ARE MULTIPLE INDICATORS THAT THE CURRENT OPMS REQUIRES REVISION, AND SOME ARE INDICATED ON THIS CHART. UNITS HAVE EXPERIENCED HIGH ROTATIONAL TURBULENCE AMONG THEIR FIELD GRADE OFFICER LEADERSHIP DURING THE PAST FEW YEARS. MOST BRANCHES CAN NOT PROVIDE ALL OF THEIR MAJORS AT LEAST ONE YEAR OF FIELD GRADE, □BRANCH QUALIFYING□ TIME IN KEY BATTALION AND BRIGADE POSITIONS BECAUSE THE NUMBER OF OFFICERS IN EACH YEAR GROUP EXCEEDS THE NUMBER OF POSITIONS AVAILABLE. WHILE SOME OFFICERS WILL GET MULTIPLE BRANCH QUALIFYING JOBS AND SPEND ABOUT TWO YEARS IN UNITS, THE TREND INDICATES THAT MAJORS WILL HAVE ONLY ONE KEY BRANCH QUALIFYING JOB AND WILL STAY IN THE BATTALION OR BRIGADE FOR ABOUT A YEAR. THE CUMULATIVE AMOUNT OF TIME MAJORS SPEND IN KEY BATTALION OR BRIGADE JOBS HAS STEADILY DECLINED OVER THE LAST SEVERAL YEARS. A SIGNIFICANT MISALIGNMENT BETWEEN THE AUTHORIZED POSITIONS FOR FIELD GRADE OFFICERS AND THE AFFORDABLE OFFICER INVENTORY HAS CREATED SERIOUS MANAGEMENT PROBLEMS. THIS MISALIGNMENT EXTENDS ACROSS VIRTUALLY ALL BRANCHES AND FUNCTIONAL AREAS. THE OFFICER INVENTORY IS ADEQUATE TO FILL FEWER THAN 75% OF THE AUTHORIZED MAJOR POSITIONS, AND SLIGHTLY MORE THAN 80% OF BRANCH QUALIFIED CAPTAIN AUTHORIZATIONS. DURING RECENT YEARS, THERE HAS BEEN A SIGNIFICANT INCREASE IN HIGH PRIORITY FILL, FIELD GRADE TDA AUTHORIZATIONS. THESE AUTHORIZATIONS REQUIRE BRANCH QUALIFIED OFFICERS AT THE RANK OF MAJOR. DISTRIBUTION POLICIES HAVE ASSIGNED A LARGE PORTION OF TDA AUTHORIZATIONS A HIGHER PRIORITY FOR FILL THAN MOST TOE UNITS. IN THE AGGREGATE, THE ARMY IS CAPABLE OF FILLING ONLY ABOUT 70% OF ITS FIELD GRADE AUTHORIZATIONS, AND MANY ORGANIZATIONS ARE BEING FILLED AT A LEVEL WELL BELOW 70%. ABOUT TWO-THIRDS OF COMBAT ARMS FIELD GRADE OFFICERS SERVE OUTSIDE THEIR BRANCH IN FUNCTIONAL AREA OR BRANCH IMMATERIAL POSITIONS. CONVERSELY, MOST COMBAT SUPPORT AND COMBAT SERVICE SUPPORT OFFICERS SERVE PRIMARILY IN BRANCH-RELATED JOBS, AND SPEND RELATIVELY LITTLE TIME IN BRANCH IMMATERIAL AND FUNCTIONAL AREA POSITIONS. SOME COMBAT SUPPORT AND COMBAT SERVICE SUPPORT BRANCHES HAVE EXPERIENCED A CHRONIC SHORTFALL OF FIELD GRADE OFFICERS. THERE IS NO MECHANISM TO CROSS LEVEL OFFICERS IN THE FIELD GRADE RANKS TO RECTIFY THIS SITUATION. IN RECENT YEARS, SEVERAL FUNCTIONAL AREAS HAVE HAD TO DEPEND ON PROMOTION FLOORS TO ASSURE THAT A SUFFICIENT NUMBER OF OFFICERS ARE PROMOTED TO FILL LTC AND COL POSITIONS WITHIN THESE FUNCTIONAL AREAS. THE CURRENT DUAL TRACK SYSTEM IS PRODUCING RELATIVELY FEW OFFICERS WITH TRUE DUAL TRACK EXPERTISE AND EXPERIENCE. WITH A SHORTENED TIME IN GRADE PERIOD FOR MAJOR, THE BRANCH QUALIFIED MAJOR HAS ONLY A FEW MONTHS TO SPARE AFTER MEETING THE NUMBER AND VARIETY OF WICKETS A SUCCESSFUL OFFICER MUST PASS THROUGH AT THE GRADE OF MAJOR. OFFICER EXPECTATIONS AND CONCERNS ABOUT THEIR CAREERS CONTINUE TO BE EXPRESSED IN A VARIETY OF WAYS. THESE CONCERNS INCLUDE INFLATION IN THE OER SYSTEM, AN INORDINATE DEGREE OF CONCERN ABOUT FUTURE ASSIGNMENTS, AND ANXIETY ABOUT CAREER SECURITY AND THE OPPORTUNITY TO CONTINUE PURSUING A SUCCESSFUL CAREER AS AN ARMY OFFICER.

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Important Emerging Trends

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L######d#####U###All Trends Affect the Army Officer
and impact the Army PersonnelManagement System $\frac{1}{4}$

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#####Increasing Specialization Info age technology Divestiture of functions
Shorter shelf life of knowledge Overlapping modernization programsÁ

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###y#yd#####d#####Z###Changing Conduct of War All missions have
joint, combined arms flavor Modular design--mix and match for mission Fusion of
tactical, operational, and strategic levels Power Projection/Capabilities-Based
Army Increase of Preventive Defense Missions & SASO Improving wpns precision &
speed of maneuver Weapons system becoming training system

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###d#####'###RC Integrated into All Future Missions AC/RC permeability
Increasing role in CS & CSS functions Requirement for quick response
accessibility Must be ready to come as you are

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#ÿÿd#####*### THIS CHART HIGHLIGHTS SOME IMPORTANT EMERGING TRENDS
THAT HAVE ALREADY HAD AN AFFECT ON THE CURRENT OPMS AND WILL CONTINUE TO HAVE
AN AFFECT ON THE DEVELOPMENT AND MANAGEMENT OF OFFICERS IN THE FUTURE. WHILE
THIS IS BY NO MEANS AN ALL INCLUSIVE LIST OF TRENDS, IT HIGHLIGHTS THE NEED TO
ADDRESS, NOT ONLY REVISIONS TO OPMS THAT ARE REQUIRED TODAY, BUT TO LOOK INTO
THE FUTURE AND DEVELOP AN OPMS THAT WILL PREPARE THE ARMY FOR ARMY XXI AND THE
ARMY AFTER NEXT. THIS ILLUSTRATIVE LIST OF TRENDS ALSO INDICATES THE IMPORTANCE
OF HAVING A FORMAL, HOLISTIC SYSTEM FOR ASSESSING AND ADJUSTING OPMS, IN CONCERT
WITH OTHER SYSTEMS, AS ADDITIONAL TRENDS EMERGE AND CHANGE OCCURS OUTSIDE AND
WITHIN THE ARMY. THE ARMY REQUIRES AN OFFICER DEVELOPMENT SYSTEM THAT ADAPTS
AND KEEPS PACE WITH CHANGING ARMY NEEDS.

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s#ÿÿ,###ÿÿ#####ÿ□#ÿÿd#####0##d#####%###0PMS XXI Concept and Primary
Features#

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e in Functional Areas --- to meet Army requirements into XXI Century New Career
Field-based officer development and management system for field grade officers
Branches and Functional Areas grouped to create four distinct Career Fields
Career Field designation processArmy Competetive Category officers assigned to
one Career Field -- after selection for promotion to MajorCareer Field-based
promotion systemDual-Track assignment systemAll Command Selection List command
positions supported by officers in one Career FieldCurrent officer development
and management system for company grade officers is continued Annual review and
update process to adapt Officer Development System to change3

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öüÿÿ ###ÿÿ#####ÿÿ#ÿÿd#####P#####OPMS XXI#Primary Features#

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#####y#y#d#####d#####/ ## THIS CHART PROVIDES AN OVERVIEW OF THE PRIMARY FEATURES OF OPMS XXI. SOME FUNCTIONAL AREA CHANGES WILL BE MADE TO ENSURE THAT THE ARMY DEVELOPS OFFICERS IN THOSE AREAS WHERE EXPERTISE WILL BE REQUIRED IN THE FUTURE. A CAREER FIELD-BASED OFFICER DEVELOPMENT AND MANAGEMENT SYSTEM WILL BE IMPLEMENTED FOR FIELD GRADE OFFICERS. FOUR DISTINCT CAREER FIELDS WILL BE CREATED BY GROUPING A SPECIFIC SET OF BRANCHES AND/OR FUNCTIONAL AREAS TOGETHER TO FORM EACH CAREER FIELD. FOLLOWING THE OFFICER'S SELECTION FOR PROMOTION TO MAJOR, A CAREER FIELD DESIGNATION PROCESS WILL DETERMINE WHICH SPECIFIC CAREER FIELD THE OFFICER WILL BE ASSIGNED TO FOR MANAGEMENT AND DEVELOPMENT. A CAREER FIELD-BASED PROMOTION SYSTEM WILL BE ESTABLISHED TO SELECT OFFICERS WHO WILL COMPETE FOR PROMOTION AGAINST OFFICERS IN THEIR CAREER FIELD, RATHER THAN AGAINST THE ENTIRE YEAR GROUP. (I.E., SELECT THE BEST OPERATIONAL TRACK OFFICERS WITHOUT DENYING PROMOTION TO EQUALLY DESERVING SPECIALISTS IN THE OTHER CAREER FIELDS.) FOLLOWING THEIR DESIGNATION INTO A SPECIFIC CAREER FIELD, OFFICERS WILL FOLLOW A DUAL-TRACK ASSIGNMENT SYSTEM. DEPENDING ON THEIR CAREER FIELD, OFFICERS WILL BE ASSIGNED TO EITHER A BRANCH OR FUNCTIONAL AREA POSITION WITHIN THEIR CAREER FIELD OR TO A FUNCTIONAL INTEGRATOR POSITION. ALL COMMAND POSITIONS INCLUDED ON THE COMMAND SELECTION LIST WILL BE FILLED BY OFFICERS ASSIGNED TO THE OPERATIONS CAREER FIELD. ONLY THOSE OFFICERS ASSIGNED TO THE OPERATIONS CAREER FIELD WILL COMPETE FOR THESE COMMAND POSITIONS. OFFICERS SELECTED TO FILL PRODUCT AND PROJECT MANAGEMENT, AND ACQUISITION COMMAND POSITIONS WILL CONTINUE TO BE SELECTED UNDER CURRENT RULES. THE SYSTEM CURRENTLY BEING USED FOR DEVELOPMENT AND MANAGEMENT OF COMPANY GRADE OFFICERS WILL CONTINUE UNCHANGED. AT COMPANY GRADE LEVEL, OFFICERS WILL FOCUS PRIMARILY ON QUALIFICATION WITHIN THEIR BASIC BRANCH AND ACHIEVING THE GOAL OF COMMANDING A COMPANY, BATTERY OR TROOP. OPMS XXI PROVIDES FOR AN OFFICER DEVELOPMENT SYSTEM THAT ENCOMPASSES OPMS XXI, LEADER DEVELOPMENT XXI, CHARACTER DEVELOPMENT XXI, AND THE OFFICER EVALUATION SYSTEM. THE OFFICER DEVELOPMENT SYSTEM WILL INCLUDE A FORMAL REVIEW AND UPDATE PROCESS TO ENSURE THE SYSTEM ADAPTS TO CHANGE AS IT OCCURS, RATHER THAN CONTINUING THE CURRENT PRACTICE OF CONDUCTING A PERIODIC REVIEW OF OPMS EVERY TEN TO TWELVE YEARS.E

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FUNCTIONAL AREAS ELIMINATED:FA 41: PERSONNEL PROGRAMS MANAGEMENT -- Generalist
functional area with no special training requirement or proponentFA 54:
OPERATIONS, PLANS AND TRAINING -- Generalist functional area with no special
training requirement or proponent TWO FUNCTIONAL AREAS REVISED:FA 50: FORCE
DEVELOPMENT -- Manage the force development process -- is resurrected and
infused with force, combat, training, and doctrine developers to become: FA
50: STRATEGY AND FORCE DEVELOPMENT FA 53: SYSTEMS AUTOMATION OFFICER --Systems
engineering function removed to become: FA 53: INFORMATION SYSTEMS
MANAGEMENT SIX NEW FUNCTIONAL AREAS CREATED:FA 24: INFORMATION SYSTEMS
ENGINEERING -- Integrates telecom and computer system networks FA 30:
INFORMATION OPERATIONS OFFICER -- Integrates, coordinates, and synchronizes the
employment of information technology, operations, and relevant intelligence in
support of joint/component commandersFA 34: STRATEGIC INTELLIGENCE OFFICER --
Performs intelligence analysis, planning and operations at echelons above corps
FA 40: SPACE OPERATIONS OFFICER -- Includes all Army space oriented policy,
technology and operationsFA 43: HUMAN RESOURCE MANAGERS -- Specialists in
designing and implementing human resource management systems FA 57: SIMULATIONS
OPERATIONS -- Responsible for all aspects of electronic simulations and
exercises

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ú#r ## #####y#y#d#####d##### OPMS XXI MAKES SEVERAL
CHANGES IN THE FUNCTIONAL AREAS. THESE CHANGES INCLUDE ELIMINATION OF TWO
FUNCTIONAL AREAS. FA 41: PERSONNEL PROGRAMS MANAGEMENT, AND FA 54: OPERATIONS,
PLANS, AND TRAINING WILL BE ELIMINATED. NEITHER OF THESE FUNCTIONAL AREAS
REQUIRE THE OFFICER TO HAVE FORMAL TRAINING OR FORMAL ADVANCED CIVIL SCHOOLING.
TWO EXISTING FUNCTIONAL AREAS ARE REVISED. FA 50: FORCE DEVELOPMENT WILL BE
REVISED. FA 50 CURRENTLY FOCUSES ON THE DEVELOPMENT OF OFFICERS CAPABLE OF
MANAGING THE FORCE DEVELOPMENT PROCESS. FA 50 WILL EXPAND TO DEVELOP OFFICERS
WITH THE SKILLS REQUIRED TO MANAGE, NOT ONLY THE FORCE DEVELOPMENT SYSTEM, BUT
THE COMBAT DEVELOPMENT, TRAINING DEVELOPMENT, AND DOCTRINE DEVELOPMENT
PROCESSES, AS WELL. THIS FUNCTIONAL AREA WILL BE RENAMED FA 50: STRATEGY AND
FORCE DEVELOPMENT, TO REFLECT THE EXPANDED SCOPE OF THIS REVISED FUNCTIONAL
AREA. FA 53: SYSTEMS AUTOMATION OFFICER WILL BE REVISED TO REMOVE THE
ENGINEERING FUNCTIONS OF SYSTEMS AUTOMATION (PREVIOUSLY 53B). THIS FUNCTIONAL
AREA WILL BE RENAMED FA 53: INFORMATION SYSTEMS MANAGEMENT. SIX NEW FUNCTIONAL
AREAS WILL BE ESTABLISHED BY OPMS XXI. THESE NEW FUNCTIONAL AREAS WILL RESPOND
TO IDENTIFIED ARMY REQUIREMENTS FOR OFFICERS WITH NEW OR MORE DEVELOPED SKILLS
AND KNOWLEDGE.#

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#####d#####Z### OPMS XXI Functional Areas24 Information Systems
Engineering Officer 30 Informations Operations Officer34 Strategic
Intelligence Officer39 PSYOP and Civil Affairs40 Space Operations Officer43
Human Resource Managers45 Comptroller 46 Public Affairs 47 USMA Permanent
Associate Professor48 Foreign Area Officer 49 Operations Research/Systems
Analysis50 Strategy and Force Development51 Research, Development, and
Acquisition52 Nuclear Weapons53 Information Systems Management57 Simulations
Operations90 Logistician Program97 Contracting and Industrial Management

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required by future Armyv

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Areas

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Civil Affairs41 Personnel Programs Management45 Comptroller46 Public Affairs
47 USMA Permanent Associate Professor48 Foreign Area Officer49 Operations
Research/Systems Analysis50 Force Development51 Research, Development, and
Acquisition52 Nuclear Weapons53 Systems Automation Officer54 Operations,
Plans, and Training 90 Logistician Program97 Contracting and Industrial
Management#

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#####d##### THIS CHART ILLUSTRATES THE FUNCTIONAL
AREAS INCLUDED WITHIN THE CURRENT OPMS, ALONG WITH THE EXPANDED SET OF
FUNCTIONAL AREAS UNDER OPMS XXI. THOSE FUNCTIONAL AREAS BEING DELETED, ALONG
WITH THE REVISED AND NEW FUNCTIONAL AREAS BEING ADDED UNDER OPMS XXI, ARE
HIGHLIGHTED.o

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develop and manage Field Grade officers,

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###OAC and CAS3

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#####d##### THIS CHART ILLUSTRATES THAT UNDER THE CURRENT OPMS, OFFICERS IN THE ARMY COMPETITIVE CATEGORY (ACC), TO INCLUDE OFFICERS IN THE ARMY ACQUISITION CORPS (AAC), ARE MANAGED WITHIN A SINGLE CAREER FIELD. THE ARMY WILL TRANSITION TO OPMS XXI WHICH PROVIDES FOR MANAGEMENT OF OFFICERS IN THE ARMY COMPETITIVE CATEGORY, INCLUDING OFFICERS IN THE ARMY ACQUISITION CORPS, WITHIN FOUR CAREER FIELDS AFTER SELECTION FOR PROMOTION TO MAJOR. THE FOUR CAREER FIELDS ARE: OPERATIONS; OPERATIONAL SUPPORT; INFORMATION OPERATIONS; AND INSTITUTIONAL SUPPORT. THESE FOUR CAREER FIELDS REFLECT ARMY FUNCTIONS REQUIRED IN THE 2010 TIMEFRAME. THE CHART ILLUSTRATES THAT AT THE COMPANY GRADE LEVEL, OFFICERS IN THE ARMY COMPETITIVE CATEGORY, INCLUDING OFFICERS IN THE ARMY ACQUISITION CORPS, WILL CONTINUE TO BE MANAGED WITHIN A SINGLE CAREER FIELD. DURING THIS PERIOD OF THEIR CAREER, OFFICERS WILL CONTINUE TO ATTEND BOTH THE OFFICER ADVANCE COURSE AND CAS3. EACH COMPANY GRADE OFFICER WILL CONTINUE TO HAVE A FUNCTIONAL AREA DESIGNATED DURING THEIR FIFTH YEAR OF SERVICE, AND SOME OFFICERS MAY HAVE THE OPPORTUNITY TO ATTEND ADVANCED SCHOOLING, FOLLOWED BY A UTILIZATION TOUR, PRIOR TO THEIR SELECTION FOR PROMOTION TO MAJOR. CAREER FIELD COUNSELING TO ACCOMMODATE THIS CHANGE WILL BE INCLUDED IN THE COUNSELING AND MENTORING PROVIDED OFFICERS DURING THEIR PERIOD OF SERVICE AS COMPANY GRADE OFFICERS. AFTER SELECTION FOR PROMOTION TO MAJOR, OFFICERS WILL BE SELECTED FOR MANAGEMENT AND DEVELOPMENT IN ONE OF THE FOUR CAREER FIELDS. AT THE MAJOR LEVEL, OFFICERS SHOULD RECEIVE THEIR MILITARY EDUCATION LEVEL 4 (MEL4) PROFESSIONAL MILITARY EDUCATION. OFFICERS WOULD RECEIVE MILITARY EDUCATION LEVEL 1 (MEL 1) PROFESSIONAL MILITARY EDUCATION AT THE RANK OF LTC OR COL, FOLLOWING SELECTION FOR PROMOTION TO COLONEL.

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Information Operations Functional Areas# FA 24: Information Sys Engineering--
Engineers telecom and computer systems networks FA 30: Information Operations--
Includes the systems, intel, & opns integration functions FA 34: Strategic
Intelligence--Encompasses 35 billets not in the operational force FA 40: Space
Operations--Focuses on exploiting the capabilities of space based systems FA 46:
Public Affairs--Remains as currently configured FA 53: Information Sys
Management--Manages computer systems, networks and resources FA 57: Simulations
Operations--Includes all aspects of electronic simulations & exercisesÄ

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#####@ÿ#ÿÿd#####d#####Û### THE INFORMATION OPERATIONS CAREER FIELD
RESPONDS TO REQUIREMENTS OF THE 21ST CENTURY INFORMATION AGE, CONSISTENT WITH
ARMY VISION 2010, WHICH IDENTIFIES GAINING INFORMATION DOMINANCE AS FUNDAMENTAL
TO FUTURE ARMY PATTERNS OF OPERATION. THE INFORMATION OPERATIONS CAREER FIELD
BRINGS TOGETHER RELATED DISCIPLINES FROM TWO CURRENT FUNCTIONAL AREAS: FA 46
(PUBLIC AFFAIRS), AND FA 53 (AUTOMATION SYSTEMS), WITH THOSE DISCIPLINES FROM
FIVE NEW FUNCTIONAL AREAS: FA 24 (INFORMATION SYSTEMS ENGINEERING), FA 30
(INFORMATION OPERATIONS), FA 34 (STRATEGIC INTELLIGENCE), FA 40 (SPACE
OPERATIONS), AND FA 57 (SIMULATIONS OPERATIONS). THE INFORMATION OPERATIONS
CAREER FIELD WILL INCLUDE APPROXIMATELY 9% OF ALL FIELD GRADE OFFICERS.#

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Functional Areas FAs 51, 53B/C, and 97: Army Acquisition Corps(AAC) -- Remains
as currently configured FA 48: Foreign Area Officer--Remains as currently
configured#

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úÿö#r ## #####ÿÿd#####)### THE OPERATIONAL
SUPPORT CAREER FIELD PROVIDES THE ARMY WITH OFFICERS WITH SPECIALIZED FOREIGN
AREA EXPERTISE, AND OFFICERS SKILLED IN THE DEVELOPMENT AND PROCUREMENT
SPECIALTIES. OFFICERS IN THESE FUNCTIONS STRENGTHEN THE READINESS OF THE
CURRENT FORCE AND HELP BUILD THE ARMY SYSTEM FOR THE FUTURE, WHILE PERFORMING
EMERGING STRATEGIC MISSIONS. THE OPERATIONAL SUPPORT CAREER FIELD IS COMPOSED
OF OFFICERS FROM FUNCTIONAL AREA 48 (FOREIGN AREA OFFICER), AND ARMY ACQUISITION
CORPS OFFICERS, THOSE OFFICERS SPECIALIZING IN FUNCTIONAL AREAS 51 (RESEARCH
DEVELOPMENT AND ACQUISITION), FA 53B,C (SYSTEMS AUTOMATION ACQUISITION), AND FA
97 (CONTRACTING AND INDUSTRIAL MANAGEMENT). THE OPERATIONAL SUPPORT CAREER FIELD
WILL BE THE DESIGNATED CAREER FIELD FOR APPROXIMATELY 15% OF FIELD GRADE
OFFICERS.#

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Institutional Support Functional AreasFA 43: Human Resource Managers--

Specialists in designing and implementing Human Resource Management SystemsFA

45: Comptroller--Remains as currently configuredFA 47: USMA PAP--Remains as

currently configuredFA 49: Operations Research & System Analysis--Remains as

currently configuredFA 50: Strategy and Force Development--Resurrect this FA

and infuse with Force, Combat, Training, and Doctrine DevelopersFA 52: Nuclear

Weapons--Remains as currently configured

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#i#y####y####y#d#####x###Focuses on projecting requirements;
developing capabilities; planning; and management and programming of Army
resources

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SUPPORT CAREER FIELD WILL COMPRISE THOSE OFFICERS SKILLED IN THE FUNCTIONS OF
PROJECTING REQUIREMENTS, DEVELOPING ARMY CAPABILITIES, PLANNING, AND MANAGING
AND PROGRAMMING ARMY RESOURCES FUNCTIONS CRITICAL TO THE LONG TERM HEALTH OF
THE ARMY AS AN INSTITUTION. THE INSTITUTIONAL SUPPORT CAREER FIELD WILL INCLUDE
SIX FUNCTIONAL AREAS. THESE DISCIPLINES INCLUDE THOSE FROM FOUR CURRENT
FUNCTIONAL AREAS: FA 45 (COMPTROLLER), FA 47 (USMA PAP), FA 49 (OPERATIONS
RESEARCH AND SYSTEMS ANALYSIS), AND FA 52 (NUCLEAR WEAPONS), ALONG WITH THE
REVISED FUNCTIONAL AREA 50 (STRATEGY AND FORCE DEVELOPMENT) AND ONE NEW
FUNCTIONAL AREA, FA 43 (HUMAN RESOURCE MANAGERS). THE INSTITUTIONAL SUPPORT
CAREER FIELD WILL BE THE DESIGNATED CAREER FIELD FOR APPROXIMATELY 10% OF FIELD
GRADE OFFICERS.

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OPMS XXI affects only Army Competitive Category (ACC) and Army Acquisition Corps
(AAC) officersNo Changes to management and promotion for JAG, Chaplain and Army
Medical Department officers, Warrant Officers, or General OfficersPersonnel
management for RC officers not directly affected Impact of OPMS XXI Differs by
Officer's GradeLieutenants and Captains -- Officers through grade of Captain
managed similar to current OPMSOfficers assessed into basic Branches-- first 10-
12 yrs of service focus on Branch-related leadership and tactical skills
Officers still designated into a Functional Area during fifth year of service
Functional Area schooling and experience considered during Career Field
designation Promotion to CPT and MAJ still managed by year group affiliation
and based on:Requirements and Authorizations within various branchesOfficer's
performance in company-grade jobs and potential for future service in the field-
grade ranks Field Grade Officers -- Career Field-Based management system applies

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Concept#0fficers Affected

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#####ÿ#ÿÿd#####d#####i### OPMS XXI WILL DIRECTLY AFFECT THE MANAGEMENT, DEVELOPMENT, AND PROMOTION OF ALL OFFICERS IN THE ARMY COMPETITIVE CATEGORY, TO INCLUDE OFFICERS IN THE ARMY ACQUISITION CORPS. OPMS XXI WILL NOT DIRECTLY AFFECT THE DEVELOPMENT, MANAGEMENT AND PROMOTION OF OFFICERS IN THE JUDGE ADVOCATE GENERAL'S CORPS, THE CHAPLAIN CORPS, AND OFFICERS IN THE CORPS OF THE ARMY MEDICAL DEPARTMENT (MEDICAL CORPS, DENTAL CORPS, VETERINARY CORPS, ARMY MEDICAL SPECIALIST CORPS, ARMY NURSE CORPS, AND MEDICAL SERVICE CORPS), WARRANT OFFICERS, OR GENERAL OFFICERS. OPMS WILL HAVE THE GREATEST DIRECT IMPACT ON ARMY FIELD GRADE OFFICERS, BY CHANGING SIGNIFICANTLY THE SYSTEM NOW USED FOR DEVELOPING, MANAGING, AND PROMOTING THESE OFFICERS. OPMS XXI WILL HAVE ONLY A LIMITED IMPACT ON COMPANY GRADE OFFICERS. COMPANY GRADE OFFICERS IN THE ARMY COMPETITIVE CATEGORY WILL CONTINUE TO BE DEVELOPED, MANAGED, AND PROMOTED UNDER CURRENT POLICIES.P

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[]#ýý####ýý#####ý[]#ýýd#####d#####CAREER FIELD DESIGNATIONEach Field
Grade Officer is Designated into a Career Field for management and promotion
Designation occurs after selection for promotion to MajorCareer Field
designation is result of a centralized selection boardNo more than 50% of combat
arms officers in a Year Group cohort are designated out of the Operations Career
Field Officer belongs to a single Career Field []Crossover[] -- movement to
another Career Field is possible, but in most cases officers can only transfer
out of the Operations Career Field

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Army develop and assign officers to meet future needs

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R ASSIGNMENTS[]Dual Track Assignment[] system implemented for field grade officers
Officers in Operations Career Field Serve in Branch or Functional Integrator
positionsOpportunity for two year []Branch Qualification[] tour provided Officers
in Information Operations, Operational Support, Institutional Support Career
Fields Serve in positions within their Functional Area or in Functional
Integrator Positions []

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stability tour for Majorsð

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úÿö#r ## #####ÿÿd##### OPMS CREATES A DUAL TRACK ASSIGNMENT SYSTEM FOR FIELD GRADE OFFICERS. THE OFFICER WILL BE ASSIGNED TO EITHER A BRANCH OR FUNCTIONAL AREA POSITION WITHIN HIS / HER CAREER FIELD OR TO A FUNCTIONAL INTEGRATOR POSITION. EACH CAREER FIELD WILL HAVE RESPONSIBILITY FOR FILLING A PERCENTAGE OF THE ARMY'S FUNCTIONAL INTEGRATOR POSITIONS. OFFICERS IN THE OPERATIONS CAREER FIELD WILL BE ASSIGNED TO A POSITION IN EITHER THEIR BRANCH (OR A POSITION IN THEIR FUNCTIONAL AREA FOR OFFICERS IN FA 39 AND 90), OR WHEN NOT SERVING IN A BRANCH (OR FA 39 OR FA90) POSITION, TO A FUNCTIONAL INTEGRATOR POSITION. FOR OFFICERS IN THE OPERATIONS CAREER FIELD, IT IS ANTICIPATED THAT EACH WILL HAVE AN OPPORTUNITY FOR A TWO YEAR BRANCH QUALIFICATION TOUR AT THE RANK OF MAJOR. OFFICERS IN THE INFORMATION OPERATIONS, OPERATIONAL SUPPORT, OR INSTITUTIONAL SUPPORT CAREER FIELDS WILL SERVE IN EITHER A CAREER FIELD POSITION WITHIN THEIR SPECIFIC FUNCTIONAL AREA OR IN A FUNCTIONAL INTEGRATOR POSITION. IMPLEMENTATION OF OPMS XXI WILL REDUCE OFFICER TURBULENCE AND HELP PROVIDE INCREASED STABILITY WITHIN THE OFFICER CORPS, TO INCLUDE PROVIDING A THREE YEAR TOUR STABILITY FOR MAJORS.

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Functional Integrator PositionsDuty positions which are not tied to a specific Career Field Most positions are in the areas of Training, Education, and Staff Examples: AC/RC positions, CAS3/CGSC/War College instructors, some Army Staff positions, MACOM Hq positionsFunctional Integrator Positions give the Army officer assignment flexibility

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#####y#ydd#####d#####c### FUNCTIONAL INTEGRATOR POSITIONS ARE THOSE ARMY FIELD GRADE OFFICER POSITIONS THAT ARE NOT TIED TO A SPECIFIC FUNCTIONAL AREA WITHIN A CAREER FIELD. EACH CAREER FIELD WILL PROVIDE OFFICERS TO FILL THESE POSITIONS. OFFICERS SERVING IN FUNCTIONAL INTEGRATOR POSITIONS SUPPORT A WIDE VARIETY OF CRITICAL ARMY FUNCTIONS, SUCH AS TRAINING AND EDUCATION AND RESERVE COMPONENT PROGRAMS. OFFICERS SERVE IN FUNCTIONAL INTEGRATOR POSITIONS IN ORGANIZATIONS THROUGHOUT THE ARMY. SOME ARE INSTRUCTORS AT THE COMBINED ARMS STAFF SERVICES SCHOOL, THE COMMAND AND GENERAL STAFF COLLEGE, OR THE ARMY WAR COLLEGE, WHILE OTHERS SERVE AS STAFF OFFICERS AT VARIOUS COMMAND LEVELS, TO INCLUDE MACOM HEADQUARTERS AND HEADQUARTERS, DEPARTMENT OF THE ARMY. OFFICERS SERVING IN FUNCTIONAL AREA POSITIONS TODAY ARE NOT ISOLATED FROM TROOPS, AND THIS WILL NOT CHANGE IN THE FUTURE. C

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###PROFESSIONAL MIILITARY EDUCATION (PME) Resident Command and Staff College
education for all Majors Options still under review by TRADOC Resident Senior
Service College for all Colonels is under review PROMOTION -
FIELD GRADE OFFICERSCareer Field-based Promotion Boards select officers for
promotionOfficers compete for promotion within their respective Career Field
COMMANDAll Command Selection List command positions for field grade officers are
filled by officers in Operations Career Field

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Concept#PME, Promotion and Command#

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COMMAND AND STAFF COLLEGE EDUCATION (MEL 4) FOR ALL ARMY COMPETITIVE CATEGORY
OFFICERS SELECTED FOR PROMOTION TO MAJOR. OPTIONS HAVE BEEN RECOMMENDED FOR
ACHIEVING THIS GOAL. THESE OPTIONS WOULD PROVIDE A COMMON CORE CURRICULUM FOR
ALL OFFICERS, FOLLOWED BY AN ADDITIONAL PHASE TAILORED FOR OFFICERS IN EACH
CAREER FIELD. OPTIONS ARE STILL UNDER REVIEW BY TRADOC. THE FEASIBILITY OF
PROVIDING A RESIDENT SENIOR SERVICE COLLEGE EDUCATION (MEL1) FOR ALL ARMY
COMPETITIVE CATEGORY OFFICERS SELECTED FOR PROMOTION TO COLONEL IS UNDER REVIEW.
UNDER OPMS XXI, CAREER FIELD-BASED PROMOTION BOARDS WILL BE USED TO SELECT
OFFICERS FOR PROMOTION TO LIEUTENANT COLONEL AND COLONEL. CENTRALIZED SELECTION
BOARDS WILL REMAIN, BUT OFFICERS WILL COMPETE FOR PROMOTION WITHIN THEIR
RESPECTIVE CAREER FIELD. ARMY COMPETITIVE CATEGORY OFFICERS DESIGNATED TO SERVE
IN THE OPERATIONS CAREER FIELD WILL BE ELIGIBLE TO COMPETE FOR SELECTION TO FILL
COMMAND SELECTION LIST (CSL) COMMAND POSITIONS. THE COMMAND SELECTION PROCESS
FOR ARMY ACQUISITION CORPS COMMAND POSITIONS WILL CONTINUE, AND MEMBERS OF THE
ARMY ACQUISITION CORPS WILL BE SELECTED TO FILL THESE POSITIONS.

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#####T#l###2#####d#####?###Officer Development System (ODS) will
encompass:Officer Personnel Management SystemLeader DevelopmentCharacter
Development Officer Evaluation System
and be linked withWarfighting doctrineArmy XXI, Army Vision 2010, and Army After
NextOfficer Development Action Plan (ODAP) established for each Career Field
Review and Update process that provides for:Continuous review of Officer
Development System (ODS)Annual Officer Development System review and update for
CSAAnnual update of ODAPs and supporting initiativesð

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ú#ö#r ## #####y#y#d#####d#####°### OPMS XXI WILL BE PART OF A LARGER SYSTEM -- AN OFFICER DEVELOPMENT SYSTEM WHICH ENCOMPASSES NOT ONLY OPMS XXI, BUT ALSO LEADER DEVELOPMENT (LEADER XXI), CHARACTER DEVELOPMENT (CHARACTER DEVELOPMENT XXI) AND THE OFFICER EVALUATION SYSTEM. THE OFFICER DEVELOPMENT SYSTEM WILL ENCOMPASS ALL FACTORS WHICH AFFECT AN OFFICER'S GROWTH. AN OFFICER DEVELOPMENT PLAN (ODAP) WILL BE ESTABLISHED FOR EACH CAREER FIELD. IN ADDITION TO IDENTIFYING SIGNIFICANT ACTIONS TO BE COMPLETED AND ATTENDANT TIMELINES FOR COMPLETION, THE ODAP WILL IDENTIFY POTENTIAL CONDITIONS THAT WOULD REQUIRE A REASSESSMENT OR REDESIGN OF THE ODAP FOR THE CAREER FIELD. A REVIEW AND UPDATE PROCESS WILL BE ESTABLISHED TO ENSURE THAT OPMS XXI AND OTHER ELEMENTS OF THE OFFICER DEVELOPMENT SYSTEM ARE UPDATED AND REMAIN CURRENT AS CHANGE OCCURS. THIS INCLUDES AN ANNUAL REVIEW OF THE OFFICER DEVELOPMENT SYSTEM AND AN UPDATE FOR THE CHIEF OF STAFF, ARMY, TO INCLUDE AN UPDATE ON THE OFFICER DEVELOPMENT ACTION PLAN FOR EACH CAREER FIELD. THIS CONTINUOUS REVIEW AND UPDATE PROCESS WILL HELP ENSURE THAT THE OFFICER DEVELOPMENT SYSTEM REMAINS CLOSELY LINKED WITH CHANGES IN ARMY DOCTRINE AND WITH ARMY XXI AND ARMY AFTER NEXT INITIATIVES.

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Grade Officer Management Officers managed through life cycle functions tailored
to each Career FieldField Grade Officer DevelopmentOnly officers in Operations
Career Field are expected to become Branch Qualified at Major and higher levels
Officers develop and maintain knowledge and skills required to perform
effectively in two, versus three type positions:Branch or Functional Area
Functional IntegratorField Grade Assignments -- Officers can anticipate:More
repetitive tours within their Branch or Functional Area Opportunity to develop
more in-depth knowledge and expertise within their respective Branch or
Functional AreaLonger tour lengths -- less frequent reassignment ²

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IMPACTS OF OPMS XXI ON THE MANAGEMENT, DEVELOPMENT, AND ASSIGNMENT OF FIELD
GRADE OFFICERS ARE REFLECTED ON THIS CHART. FIELD GRADE OFFICERS WILL BE
MANAGED THROUGH LIFE CYCLE FUNCTIONS TAILORED TO EACH CAREER FIELD. EACH CAREER
FIELD WILL HAVE ITS OWN UNIQUE CHARACTERISTICS AND DEVELOPMENT TRACK. THE NEW
DEVELOPMENT TRACKS WILL BE INCORPORATED INTO FUTURE EDITIONS OF DA PAM 600-3,
COMMISSIONED OFFICER DEVELOPMENT AND CAREER MANAGEMENT. IN THE PAST, ALL ARMY
COMPETITIVE CATEGORY OFFICERS, OTHER THAN THOSE SINGLE TRACKING IN A FUNCTIONAL
AREA, HAVE BEEN REQUIRED TO BECOME BRANCH QUALIFIED AT EACH GRADE TO REMAIN
COMPETITIVE FOR PROMOTION. UNDER OPMS XXI, ONLY THOSE OFFICERS IN THE
OPERATIONS CAREER FIELD ARE EXPECTED TO BECOME BRANCH QUALIFIED AT THE RANK OF
MAJOR AND ABOVE TO REMAIN COMPETITIVE FOR PROMOTION. UNDER THE CURRENT OPMS,
OFFICERS WERE EXPECTED TO DEVELOP AND MAINTAIN THE KNOWLEDGE AND SKILLS REQUIRED
TO PERFORM EFFECTIVELY IN THREE DIFFERENT TYPE POSITIONS - POSITIONS WITHIN
THEIR BASIC BRANCH, POSITIONS WITHIN THEIR ASSIGNED FUNCTIONAL AREA, AND BRANCH
IMMATERIAL POSITIONS. UNDER OPMS XXI, OFFICERS ARE EXPECTED TO DEVELOP THE
SKILLS AND KNOWLEDGE NECESSARY TO PERFORM EFFECTIVELY IN ONLY TWO DIFFERENT TYPE
POSITIONS - POSITIONS WITHIN THEIR BRANCH OR FUNCTIONAL AREA, AND FUNCTIONAL
INTEGRATOR POSITIONS. IT IS ANTICIPATED THAT OPMS XXI WILL REDUCE ASSIGNMENT
TURBULENCE AMONG FIELD GRADE OFFICERS. FIELD GRADE OFFICERS WILL HAVE THE
OPPORTUNITY FOR MORE REPETITIVE BRANCH OR FUNCTIONAL AREA ASSIGNMENTS WITHIN
THEIR DESIGNATED CAREER FIELD. THROUGH MORE REPETITIVE ASSIGNMENTS AND
INCREASED ON THE JOB EXPERIENCE, OFFICERS WILL HAVE THE OPPORTUNITY TO DEVELOP
MORE IN-DEPTH KNOWLEDGE AND EXPERTISE WITHIN THEIR BRANCH OR FUNCTIONAL AREA.
ALONG WITH REDUCED ASSIGNMENT TURBULENCE, OPMS XXI IS EXPECTED TO RESULT IN LESS
FREQUENT REASSIGNMENT AND LONGER TOUR LENGTHS FOR FIELD GRADE OFFICERS. E

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Grade OfficersOnly Operations Career Field officers compete for promotion to LTC
and COL based on field grade service in key Branch Qualifying-positionsSelection
for resident Command and Staff College removed as discriminator for:Branch
Qualifying opportunityRemaining competetive for promotion and command selection
Promotion opportunities expanded for officers who do not remain in Operations
Career Field Officers compete for promotion within their designated Career
FieldOfficers no longer compete for promotion against all officers in zone of
consideration

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###öÅ#æ D#ÿÿ####ÿÿ#####ÿ#ÿÿd#####d#####X###0PMS XXI provides
routes to success for all officers -- not just through command track

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ú#ö#r y ##y#####y#y#d#####d##### ## SOME ANTICIPATED
OPMS XXI IMPACTS ON THE PROMOTION OPPORTUNITY FOR FIELD GRADE OFFICERS ARE SHOWN
ON THIS CHART. ONE MAJOR IMPACT OF OPMS XXI IS DELETION OF THE REQUIREMENT THAT
ALL OFFICERS BECOME QUALIFIED IN THEIR BASIC BRANCH AT EACH GRADE LEVEL TO
REMAIN COMPETITIVE FOR PROMOTION TO THE NEXT HIGHER GRADE. WHILE BRANCH
QUALIFICATION AT THE FIELD GRADE RANKS WILL REMAIN A REQUIREMENT FOR OFFICERS IN
THE OPERATIONS CAREER FIELD, OFFICERS DESIGNATED TO SERVE IN THE INFORMATION
OPERATIONS, OPERATIONAL SUPPORT, AND INSTITUTIONAL SUPPORT CAREER FIELDS WILL NO
LONGER BE REQUIRED TO COMPETE FOR PROMOTION BASED ON THEIR BRANCH QUALIFICATION
AT THE FIELD GRADE LEVEL. UNDER THE CURRENT OPMS, SELECTION FOR RESIDENT
ATTENDANCE AT A COMMAND AND STAFF COLLEGE HAS BECOME A MAJOR DISCRIMINATOR AMONG
FIELD GRADE OFFICERS. WHETHER OR NOT THE OFFICER WAS SELECTED FOR RESIDENT
COURSE ATTENDANCE BECAME A MAJOR FACTOR WITHIN SOME COMMANDS IN DETERMINING
WHETHER THE OFFICER WAS PERMITTED TO SERVE IN A BRANCH QUALIFYING POSITION AT
THE RANK OF MAJOR, ESPECIALLY IN AN S3 OR EXECUTIVE OFFICER POSITION AT
BATTALION OR BRIGADE LEVEL. THE OFFICER'S SELECTION FOR RESIDENT PROFESSIONAL
MILITARY EDUCATION AND SUBSEQUENT BRANCH QUALIFICATION HAD A SIGNIFICANT IMPACT
ON THE OFFICER'S ABILITY TO REMAIN COMPETITIVE FOR PROMOTION TO LIEUTENANT
COLONEL AND SELECTION FOR A BATTALION COMMAND POSITION. BY PROVIDING A RESIDENT
COMMAND AND STAFF COLLEGE EDUCATION FOR ALL OFFICERS SELECTED FOR PROMOTION TO
MAJOR, OPMS XXI WILL REMOVE SELECTION FOR RESIDENT COURSE ATTENDANCE AS A
DISCRIMINATOR FOR BRANCH QUALIFICATION OPPORTUNITY AND COMPETITIVENESS FOR
PROMOTION. BY CREATING CAREER FIELDS AND ADOPTING A CAREER FIELD-BASED PROMOTION
SYSTEM, OPMS XXI WILL EXPAND PROMOTION OPPORTUNITIES FOR THOSE OFFICERS OUTSIDE
THE COMMAND TRACK. OFFICERS WILL COMPETE FOR PROMOTION TO LIEUTENANT COLONEL
AND COLONEL ONLY WITH OTHER OFFICERS IN THEIR CAREER FIELD. UNDER OPMS XXI,
OFFICERS IN ALL CAREER FIELDS ARE EXPECTED TO HAVE A SIMILAR OPPORTUNITIY FOR
PROMOTION TO LIEUTENANT COLONEL AND COLONEL. OPMS XXI PROVIDES ROUTES FOR
SUCCESS FOR ALL FIELD GRADE OFFICERS, REGARDLESS OF THEIR DESIGNATED CAREER
FIELD. CAREER FIELDS HAVE BEEN DEVELOPED TO CREATE THE POTENTIAL FOR CAREER
SUCCESS, WITHOUT THE REQUIREMENT FOR COMMAND.

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ýÿÿ####ÿÿ####ÿÿ#ÿÿd#####d#####T###Purpose: Designate officers into the
Career Field for which they are best qualified

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Designation Board Officer submits Career Field Preference Statement six months
prior to consideration by MAJ promotion boardOfficer Preference considered by CF
Designation BoardOER (67-9). Rater and Senior recommend Career Field for all ACC
CPTs, MAJs, LTCs OER input considered by CF Designation Board+

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Following Career Field Designation Officers are assigned to a single CF for
management and development Field grade officers managed through life cycle
functions tailored to each CFF

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Career Field Designation0ccurs after selection for MajorThe result of a
centralized CF Designation Board--occurs only once for each officerw

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ú#ö#r ## #####y#y#d#####d##### OPMS XXI PROVIDES A CAREER FIELD DESIGNATION PROCESS TO DESIGNATE OFFICERS INTO THE CAREER FIELD FOR WHICH THEY ARE BEST QUALIFIED TO MEET THE NEEDS OF THE ARMY. THE CAREER FIELD DESIGNATION PROCESS WILL OPERATE UNDER THE DIRECTION OF THE TOTAL ARMY PERSONNEL COMMAND (PERSCOM). CAREER FIELD DESIGNATION WILL OCCUR ONCE IN THE OFFICER'S CAREER, FOLLOWING SELECTION FOR PROMOTION TO MAJOR. AT THIS POINT, THE OFFICER'S FILE WILL BE CONSIDERED BY A CENTRALIZED SELECTION BOARD WHICH WILL RECOMMEND A CAREER FIELD FOR EACH OFFICER CONSIDERED. IN DEVELOPING THEIR RECOMMENDED CAREER FIELDS FOR INDIVIDUAL OFFICERS, THE CAREER FIELD DESIGNATION BOARD WILL CONSIDER THE FILES PROVIDED BY PERSCOM FOR EACH OFFICER. AMONG THOSE FILES CONSIDERED ARE THE OFFICER'S CAREER FIELD PREFERENCE STATEMENT AND THE CAREER FIELD RECOMMENDATIONS MADE ON THE OFFICER EFFICENCY REPORT BY THE OFFICER'S RATER AND SENIOR RATER. FOLLOWING CAREER FIELD DESIGNATION, THE OFFICER IS ASSIGNED TO A SINGLE CAREER FIELD FOR MANAGEMENT AND DEVELOPMENT. OFFICERS ARE SUBSEQUENTLY MANAGED AND DEVELOPED THROUGH THE LIFE CYCLE FUNCTIONS FOR THEIR ASSIGNED CAREER FIELD. THE INTENT IS FOR CAREER FIELD DESIGNATION TO OCCUR IMMEDIATELY AFTER SELECTION FOR PROMOTION TO MAJOR, WITH THE RESULTS OF BOTH BOARDS PUBLISHED TOGETHER.đ

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Åÿÿ####ÿÿ#####ÿÿd#####d#####y###BR/FA Preferences must include
current BR and FA, and must fall under at least two CFs(e.g. FA 30 (IO CF), FA
45 (IS CF)#

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branch, FA 39, and FA 90Information Operations Career Field (IO CF)30 -
Information Operations34 - Strategic Intelligence40 - Space Operations46 -
Public Affairs53 - Automation Systems57 - Simulation OperationsInstitutional
Support Career Field (IS CF)43 - Human Resource Managers 45 - Comptroller49 -
Operations Research/Systems Analysis50 - Strategy and Force Development52 -
Nuclear Research & OperationsOperational Support Career Field (OS CF)48 -
Foreign Area Officer51,53 & 97 - Army Acquisition

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###yy#####y#y#d#####d#####ø### PERSCOM WILL IDENTIFY OFFICERS IN THE WINDOW FOR CAREER FIELD DESIGNATION AND NOTIFY THEM OF REQUIRED ACTIONS IN ADVANCE OF THE BOARD. AT THE REQUIRED TIME, EACH OFFICER WILL SUBMIT TO PERSCOM AN OFFICER CAREER FIELD PREFERENCE STATEMENT INDICATING HIS OR HER PREFERRED CAREER FIELDS. THE OFFICER PREFERENCE STATEMENT WILL BE PREPARED BY THE OFFICER AND SUBMITTED APPROXIMATELY SIX MONTHS BEFORE THE OFFICER IS CONSIDERED FOR PROMOTION BY THE MAJOR PROMOTION BOARD. THE OFFICER PREFERENCE STATEMENT IS SUBMITTED DIRECTLY TO PERSCOM, AND NOT THROUGH THE OFFICER'S CHAIN OF COMMAND. THE PREFERENCE STATEMENT IS NOT REVIEWED BY THE MAJOR PROMOTION BOARD. IT IS A TOOL TO COMMUNICATE THE OFFICER'S PREFERENCE TO THE CAREER FIELD DESIGNATION BOARD. WHEN LISTING PREFERENCES FOR A CAREER FIELD, THE OFFICER MUST INDICATE HIS OR HER CURRENT BRANCH AND CURRENTLY ASSIGNED FUNCTIONAL AREA. THE PREFERENCE STATEMENT MUST INDICATE A MINIMUM OF TWO CAREER FIELD CHOICES, TOGETHER WITH THE SPECIFIC FUNCTIONAL AREA (OR BRANCH FOR THE OPERATIONS CAREER FIELD) THE OFFICER PREFERS TO SERVE IN WITHIN EACH PREFERRED CAREER FIELD. IF THE OFFICER INDICATES THAT THE OPERATIONS CAREER FIELD IS ONE OF HIS OR HER CAREER FIELD PREFERENCES, THE OFFICER MUST ALSO LIST HIS / HER CURRENT BASIC BRANCH AS THEIR BRANCH OF CHOICE FOR SERVICE IN THE OPERATIONS CAREER FIELD. THE OFFICER PREFERENCE STATEMENT WILL ONLY BE USED TO SUPPORT THE CAREER FIELD DESIGNATION PROCESS, AND NOT REQUESTS FOR TRANSFER TO ANOTHER BRANCH OR FUNCTIONAL AREA.

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Designation Board: An Advisory Board that providesfinal Career Field
recommendations to the CSA

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Guidance Designate Best Qualified officers into each Career Field -- for field
grade service in that Career FieldAttempt to balance officer quality among
Career FieldsReview officer's file and consider: Officer's preference Rater/SR
OER input Assignments Past performance and potential Aptitude Functional Area
experience Civilian education_

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###, #3##Vö°p₄b@#y#####y#####y#ydd#####d#####©### Board
CompositionPresident: A serving Division CommanderAt least 51% of Board Members
are COL commanders (current / former)Each Career Field is represented#

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#P### Board ResultsReleased simultaneous with MAJ Promotion Board
results

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THE CAREER FIELD DESIGNATION BOARD IS AN ADVISORY BOARD THAT PROVIDES RECOMMENDATIONS TO THE CHIEF OF STAFF, ARMY FOR DESIGNATING OFFICERS INTO SPECIFIC CAREER FIELDS. IN RECOGNITION OF THE IMPORTANT FUNCTIONS PERFORMED BY THIS BOARD, THE BOARD WILL BE HEADED BY A SERVING DIVISION COMMANDER AND A MAJORITY OF THE BOARD MEMBERS WILL BE COLONELS WHO ARE CURRENT OR FORMER COLONEL-LEVEL COMMANDERS. EACH CAREER FIELD WILL BE REPRESENTED ON THE BOARD. THE CAREER FIELD DESIGNATION BOARD WILL BE RESPONSIBLE FOR DESIGNATING THE BEST QUALIFIED OFFICERS INTO EACH CAREER FIELD TO MEET ARMY NEEDS. THIS INCLUDES DEVELOPING RECOMMENDATIONS FOR CAREER FIELD DESIGNATION THAT BALANCES OFFICER QUALITY AMONG THE FOUR CAREER FIELDS. IN DEVELOPING THEIR RECOMMENDATIONS, THE CAREER FIELD DESIGNATION BOARD WILL REVIEW THE OFFICER'S TOTAL FILE, TO INCLUDE THE CAREER FIELD PREFERENCES, RATER AND SENIOR RATER INPUT ON THE OFFICER'S OERS, CIVILIAN AND MILITARY EDUCATION, ASSIGNMENTS, PAST PERFORMANCE, AND THE OFFICER'S DEMONSTRATED SKILLS AND APTITUDES. SPECIFIC POLICIES AND PROCEDURES FOR CAREER FIELD DESIGNATION BOARDS HAVE NOT BEEN FINALIZED, AND ADDITIONAL INFORMATION REGARDING THESE POLICIES AND PROCEDURES WILL BE PROVIDED THROUGH FUTURE PUBLICATIONS AND UPDATES.

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Career Fields remain in Army Competetive Category for promotionBoard Composition
Boards consist of officers representing all four Career FieldsPromotion
OpportunityBoard guidance will establish promotion requirement for each Career
FieldNumber of promotions for each Career Field is determined by:Branch or
Functional Area requirements within the Career FieldPromotion opportunity to LTC
will be similar for all Career Fields

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SYSTEM WILL BE ADJUSTED SO THAT FIELD GRADE OFFICERS IN THE ARMY COMPETITIVE
CATEGORY COMPETE FOR PROMOTION TO LIEUTENANT COLONEL AND COLONEL BASED ON THEIR
CAREER FIELD AFFILIATION. THE ARMY WILL CONTINUE TO USE CENTRALIZED PROMOTION
BOARDS AND COMPLY WITH PROMOTION GUIDELINES ESTABLISHED BY FEDERAL LAW. UNDER
THE CAREER FIELD-BASED PROMOTION SYSTEM, PROMOTION BOARDS WILL BE COMPOSED OF
OFFICERS REPRESENTING ALL FOUR CAREER FIELDS. GUIDANCE FOR EACH PROMOTION BOARD
WILL ESTABLISH THE PROMOTION REQUIREMENT FOR EACH CAREER FIELD. THE NUMBER OF
OFFICERS FROM EACH CAREER FIELD TO BE PROMOTED WILL BE BASED ON THE BRANCH OR
FUNCTIONAL REQUIREMENTS WITHIN EACH CAREER FIELD. THE CAREER FIELDS ESTABLISHED
BY OPMS XXI PROVIDE OFFICERS IN ALL FOUR CAREER FIELDS A SIMILAR OPPORTUNITY FOR
PROMOTION TO LIEUTENANT COLONEL.

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competes for promotion to requirements in their designated Career Field and
against other officers from the same Career Field Promotion Floors for Former
Battalion CommandersPromotion floors established for promotion of former
battalion commanders in each functional category of Command Selection List
(minimum selection rate of 20%)Floors based on requirement for those type
officers at next echelon of commandBelow-the-Zone PromotionAnnual percentage of
officers promoted below-the-zone will be 5-7.5%Only one below-the-zone
consideration for officers at each grade

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úÿö#r ÿÿ ##ÿÿ#####ÿÿd#####@### THIS CHART PROVIDES SOME BASIC GUIDELINES THAT WILL BE FOLLOWED IN IMPLEMENTING THE CAREER FIELD-BASED PROMOTION SYSTEM. OFFICERS BEING CONSIDERED FOR PROMOTION TO LIEUTENANT COLONEL AND COLONEL WILL COMPETE FOR PROMOTION TO REQUIREMENTS AGAINST OFFICERS WITHIN THEIR SAME CAREER FIELD. THIS WILL PROVIDE THE OFFORTUNITY FOR OFFICERS IN EACH CAREER FIELD TO COMPETE FOR PROMOTION ON AN EQUITABLE BASIS AND ENSURE THAT THE ARMY DEVELOPS AND PROMOTES SUFFICIENT OFFICERS QUALIFIED TO FILL LIEUTENANT COLONEL AND COLONEL POSITIONS WITHIN EACH CAREER FIELD. THIS WILL END THE PRACTICE OF DOUBLE-COUNTING OFFICERS DURING PROMOTION BOARDS, WHERE OFFICERS SELECTED FOR PROMOTION ARE COUNTED AGAINST PROMOTION FLOORS FOR BOTH THEIR BASIC BRANCH AND THEIR FUNCTIONAL AREAS. PROMOTION FLOORS WILL BE ESTABLISHED TO ENSURE THAT A SUFFICIENT NUMBER OF FORMER BATTALION COMMANDERS ARE SELECTED FOR PROMOTION TO COLONEL TO SUPPORT ARMY REQUIREMENTS FOR COLONEL LEVEL COMMANDERS. THESE PROMOTION FLOORS WILL ALSO ENSURE THAT ADEQUATE NUMBERS OF OFFICERS ARE SELECTED TO FILL ARMY REQUIREMENTS FOR COMMANDERS IN EACH OF THE FOUR FUNCTIONAL CATEGORIES OF COMMANDS. PROMOTION BOARD GUIDELINES WILL CONTINUE TO PERMIT SELECTION OF A SMALL PERCENTAGE OF OFFICERS EACH YEAR FROM THE BELOW-THE-ZONE CATEGORY. UNDER OPMS XXI, THIS PERCENTAGE WILL VARY FROM FIVE TO SEVEN AND ONE-HALF PERCENT. EACH OFFICER WILL HAVE ONE OPPORTUNITY AT EACH GRADE FOR PROMOTION FROM THE BELOW-THE-ZONE CATEGORY. SPECIFIC POLICIES AND PROCEDURES FOR CONDUCTING CAREER FIELD-BASED PROMOTION BOARDS HAVE NOT BEEN FINALIZED. ADDITIONAL INFORMATION REGARDING THESE POLICIES AND PROCEDURES WILL BE PROVIDED THROUGH FUTURE PUBLICATIONS AND UPDATES.

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###ýý####@ý#ýýd#####P#####'###Command Selection List (CSL)#Guidelines#

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(CDPL) is changed to Command Selection List (CSL) to emphasize new approachAll
CSL commands in the Operations Career FieldDuring transition years, officers
selected for Bn command are designated into Operations Career FieldFour
Functional categories of CSL commandsUSAREC battalions and brigades included in
CSL Colonel-level Garrison commanders developed through training and 24 month
command tours, with option to increase command tour length to 36 months CSL
board slates to category....PERSCOM slates to unit #

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úÿö#r ## #####ÿÿd##### SOME GUIDELINES
RELATED TO DEVELOPING AND SELECTING LIEUTENANT COLONEL AND COLONEL COMMANDERS
ARE PROVIDED ON THIS CHART. TO HELP EMPHASIZE THE CHANGED APPROACH FOR
LIEUTENANT COLONEL AND COLONEL-LEVEL COMMANDS, THE COMMAND DESIGNATED POSITION
LIST (CDPL) WILL BE DESIGNATED THE COMMAND SELECTION LIST (CSL). ALL COMMAND
SELECTION LIST (CSL) COMMANDS WILL BE FILLED BY OFFICERS IN THE OPERATIONS
CAREER FIELD, AND AFTER OPMS XXI IS IMPLEMENTED, ONLY OFFICERS IN THE OPERATIONS
CAREER FIELD WILL COMPETE FOR SELECTION TO FILL THESE COMMAND POSITIONS.
DURING THE TRANSITION YEARS, WHILE OPMS XXI IS BEING IMPLEMENTED, OFFICERS
SELECTED FOR BATTALION COMMAND POSITIONS WILL BE DESIGNATED INTO THE OPERATIONS
CAREER FIELD. THE COMMAND SELECTION LIST (CSL) WILL INCLUDE FOUR FUNCTIONAL
CATEGORIES OF COMMANDS: TACTICAL; TRAINING AND STRATEGIC SUPPORT; INSTITUTIONAL;
AND TRADOC SYSTEMS MANAGERS. THE COMMAND SELECTION LIST (CSL) COMMANDS WILL
INCLUDE NOT ONLY THOSE INCLUDED ON THE COMMAND DESIGNATED POSITION LIST (CDPL),
BUT ALSO BATTALIONS AND BRIGADES OF THE U.S. ARMY RECRUITING COMMAND. TO BETTER
SUPPORT ARMY REQUIREMENTS, COLONEL-LEVEL GARRISON COMMANDERS WILL BE DEVELOPED
THROUGH ADDED TRAINING AND POSSIBLE EXTENSION OF COMMAND TOURS FROM TWENTY-FOUR
TO THIRTY-SIX MONTHS. CENTRALIZED ARMY COMMAND SELECTION BOARDS WILL SELECT
OFFICERS TO FILL CSL COMMAND POSITIONS IN EACH FUNCTIONAL CATEGORY. PERSCOM
WILL THEN BE RESPONSIBLE FOR SLATING OFFICERS TO SPECIFIC UNITS WITHIN THE
FUNCTIONAL CATEGORY FOR WHICH THEY WERE SELECTED.

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Categories of CSL Commands

Command Selection List is expanded
to include USAREC Bns (41) and Bdes (5) Large organizations critical to Army
mission Army Acquisition Corps (AAC) retains its centralized selection process
separate from CSL for Product/Project Management and Acquisition Commands

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Functional Categories

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úÿö#r ## #####ÿÿd#####c### THE FOUR FUNCTIONAL
CATEGORIES OF COMMAND SELECTION LIST (CSL) COMMANDS: TACTICAL; TRAINING AND
STRATEGIC SUPPORT; INSTITUTIONAL; AND TRADOC SYSTEMS MANAGERS ARE SHOWN ON THIS
CHART. ALSO SHOWN IS THE CURRENT NUMBER OF ARMY BATTALION AND BRIGADE-LEVEL CSL
COMMANDS IN EACH FUNCTIONAL CATEGORY. THE U. S. ARMY RECRUITING COMMAND
BATTALIONS AND BRIGADES ARE INCLUDED WITHIN THE INSTITUTIONAL CATEGORY OF THE
COMMAND SELECTION LIST. ADDITION OF THESE USAREC COMMANDS TO THE COMMAND
SELECTION LIST REFLECTS BOTH THE SIZE AND NATURE OF THESE ORGANIZATIONS, AND THE
CRITICAL ROLE OF THESE ORGANIZATIONS IN PERFORMING THE ARMY MISSION. THE COMMAND
SELECTION LIST (CSL) DOES NOT INCLUDE THE PRODUCT AND PROJECT MANAGEMENT, AND
ACQUISITION COMMANDS. THESE POSITIONS WILL BE MANAGED SEPERATELY FROM THE
COMMAND SELECTION LIST (CSL) COMMANDS. THE CSL INCLUDES APPROXIMATELY 800
BATTALION-LEVEL COMMANDS AND 340 BRIGADE-LEVEL COMMANDS.#

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Officers select CSL functional category(s) in which they desire to compete for
selectionOfficers may also decline consideration in CSL functional category(s)
Slating for CommandOfficers slated to a functional category by command selection
boardPERSCOM slates officer to a unit within the functional category

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List#Consideration and Slating

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úÿö#r ## #####ÿÿd#####é### THIS CHART PROVIDES
SOME BASIC GUIDELINES THAT WILL BE FOLLOWED FOR CONSIDERING OFFICERS DURING THE
COMMAND SELECTION PROCESS, AND FOR SLATING OFFICERS TO FILL SPECIFIC COMMAND
POSITIONS. PRIOR TO CONVENING EACH COMMAND SELECTION BOARD, OFFICERS CONSIDERED
FOR SELECTION WILL BE PROVIDED AN OPPORTUNITY TO INDICATE THE FUNCTIONAL
CATEGORY, OR CATEGORIES, IN WHICH THEY DESIRE TO COMPETE FOR SELECTION. THE
COMMAND SELECTION BOARD WILL SELECT OFFICERS TO FILL COMMAND POSITIONS WITHIN A
SPECIFIC FUNCTIONAL CATEGORY, BUT WILL NOT IDENTIFY THE SPECIFIC UNIT OR
ORGANIZATION THAT A SELECTED OFFICER SHOULD COMMAND. PERSCOM WILL CONDUCT THE
SLATING PROCESS AND RECOMMEND THE SPECIFIC UNIT OR ORGANIZATION THAT THE OFFICER
SHOULD COMMAND.A

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XXI (FY 99 THROUGH FY 02)New Functional Areas availableCareer Field Designation
Boards establishedRedesignate officers into Career Field-Based Management System
Two Year Groups of officers are integrated each year commencing in 1999
Transition the Selection Board SystemFirst Promotion Boards operating under OPMS
XXI rules meet in FY01#

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EDUCATION SYSTEM PHASED IN BY FY04

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###ÿÿ#####ÿ#ÿÿd#####d#####PHASE I. LAY GROUNDWORK FOR PHASE II
(FY 98)Recode and restructure the force with FY99 TDA / FY00 TOE Authorizations
in place NLT FY00Proponents complete Branch / Functional Area Life Cycle
Design / RedesignPlan and Prepare for FY99 BoardsDA PAM 600-3, Commissioned
Officer Development and Career Management (Officer Professional Development
Guide) revisedProvide information to Officer Corps#

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ú#r ## #####y#ydd#####d#####\$ ## THE ARMY WILL IMPLEMENT OPMS XXI THROUGH A COMPREHENSIVE AND DELIBERATE PLAN. IMPLEMENTATION WILL COMMENCE ON 1 OCTOBER, 1997 AND EXTEND OVER A FIVE YEAR PERIOD. OPMS XXI IMPLEMENTATION WILL FOLLOW A TWO-PHASE PLAN. PHASE I OF THE PLAN WILL BE IMPLEMENTED DURING FY98, AND DURING THIS PHASE THE ARMY WILL LAY THE GROUNDWORK FOR PHASE II IN FY 99-02. MAJOR ACTIVITIES DURING PHASE I INCLUDE RECODING AND COORDINATING FIELD GRADE OFFICER POSITION AUTHORIZATIONS IN THE FORCE. THIS WILL ALIGN OFFICER AUTHORIZATIONS BY GRADE, BRANCH AND FUNCTIONAL AREA WITH THE AFFORDABLE OFFICER INVENTORY IN ACCORDANCE WITH ARMY NEEDS. DURING PHASE I, PROPONENTS WILL COMPLETE THE DESIGN, OR REDESIGN, OF LIFE CYCLE FUNCTIONS FOR DEVELOPING OFFICERS WITHIN EACH FUNCTIONAL AREA AND CAREER FIELD. THE ARMY WILL ALSO REVISE THE OFFICER PROFESSIONAL DEVELOPMENT GUIDE, DA PAM 600-3, AND CONTINUE TO PROVIDE INFORMATION ABOUT OPMS XXI TO THE OFFICER CORPS. DURING PHASE II OF THE IMPLEMENTATION PLAN, THE REVISED AND NEWLY ESTABLISHED FUNCTIONAL AREAS WILL BE AVAILABLE TO OFFICERS FOR APPLICATION AND ASSIGNMENT. OFFICERS WILL BE PERMITTED TO APPLY FOR ASSIGNMENT TO NEW AND REVISED FUNCTIONAL AREAS IN FY 99, AS WELL AS TO THE FUNCTIONAL AREAS NOW AVAILABLE UNDER OPMS THAT ARE BEING CONTINUED UNDER OPMS XXI. COMMENCING IN FY 99, CAREER FIELD DESIGNATION BOARDS WILL BE ESTABLISHED, AND THE PROCESS OF DESIGNATING OFFICERS INTO SPECIFIC CAREER FIELDS WILL COMMENCE. IN ADDITION TO DESIGNATING OFFICERS NEWLY SELECTED FOR PROMOTION TO MAJOR INTO A CAREER FIELD EACH YEAR, THE OFFICERS IN TWO OR THREE OTHER YEAR GROUPS WILL BE TRANSITIONED TO OPMS XXI AND DESIGNATED INTO CAREER FIELDS EACH YEAR. DURING PHASE II, THE ARMY WILL ALSO TRANSITION TO THE REVISED PROMOTION SYSTEM. THE FIRST PROMOTION BOARDS TO OPERATE UNDER OPMS XXI RULES WILL MEET IN FY 01. A REVISED PROFESSIONAL MILITARY EDUCATION SYSTEM FOR FIELD GRADE OFFICERS WILL ALSO BE PHASED IN BY FY 04. THE REVISED SYSTEM WILL PROVIDE A RESIDENT COMMAND AND STAFF COLLEGE-LEVEL EDUCATION FOR ALL ARMY COMPETITIVE CATEGORY OFFICERS SELECTED FOR PROMOTION TO MAJOR. OPTIONS FOR IMPLEMENTING THE REVISED PROFESSIONAL MILITARY EDUCATION SYSTEM ARE STILL UNDER REVIEW. ADDITIONAL INFORMATION WILL BE PROVIDED AS DECISIONS RELATED TO REVISED POLICIES AND PROCEDURES ARE FINALIZED.

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ýyd#####d#####ý##Transition multiple YG's each year over 4 years (FY99-
02)Career Field Designation (CFD) boards Designate 9 YG's into Career Fields
in 4 years (3 MAJ/6 LTC)CFD board for Majors follows MAJ promotion board
Recruit/accept applicants for Career Fields from YG67-79, commencing in FY99
Officers in YG80 and later not permitted to volunteer for a Career Field prior
to their Career Field Designation BoardDuring transition, until CFD board
designates each Year Group, all voluntary transfers to Single Track in a
Functional Area are handled under today's rulesCareer Field Promotion Boards
commence in FY01COL in FY01 and LTC in FY02Officers serve a minimum of two years
in a Career Field before being considered for promotion by a Career Field
Promotion Board Y

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THIS CHART INDICATES THE TRANSITION SCHEDULE FOR LIEUTENANT COLONELS AND COLONELS IN YEAR GROUPS 67 THROUGH 81. THE FISCAL YEAR WHEN OFFICERS IN EACH YEAR GROUP WILL BE CONSIDERED FOR CAREER FIELD DESIGNATION, PROMOTION, OR COMMAND SELECTION IS INDICATED. OFFICERS IN YEAR GROUPS 67-76 WILL NOT BE AUTOMATICALLY DESIGNATED INTO A CAREER FIELD. OFFICERS IN THESE YEAR GROUPS MAY SUBMIT APPLICATIONS FOR DESIGNATION INTO A CAREER FIELD, COMMENCING IN FY 99. LIKE OFFICERS IN EARLIER YEAR GROUPS, OFFICERS IN YEAR GROUP 77 MAY APPLY FOR CAREER FIELD DESIGNATION. CAREER FIELD DESIGNATION WILL NOT IMPACT THE COLONEL PROMOTION BOARD CONDUCTED IN FY 98 UNDER CURRENT OPMS GUIDELINES. OFFICERS IN YEAR GROUP 77 WILL BE CONSIDERED FOR COLONEL-LEVEL COMMAND IN FY 99. OFFICERS IN YEAR GROUPS 78 AND 79 MAY ALSO APPLY FOR CAREER FIELD DESIGNATION. OFFICERS IN YEAR GROUPS 78 AND 79 WILL BE CONSIDERED FOR PROMOTION TO COLONEL IN FY 99 AND FY 00, RESPECTIVELY. WHETHER AN OFFICER IN EITHER YEAR GROUP IS DESIGNATED INTO A CAREER FIELD WILL NOT AFFECT THE PROMOTION BOARD RESULTS, SINCE BOTH PROMOTION BOARDS WILL BE CONDUCTED UNDER CURRENT OPMS GUIDELINES. WHETHER AN OFFICER IN YEAR GROUPS 67 - 79 APPLIES FOR AND IS DESIGNATED INTO A CAREER FIELD, WILL NOT AFFECT THE OFFICER'S SELECTION FOR PROMOTION. HOWEVER, CAREER FIELD DESIGNATION COULD AFFECT THE OFFICER'S ASSIGNMENTS FOLLOWING CAREER FIELD DESIGNATION. OFFICERS IN YEAR GROUP 80 WILL BE DESIGNATED INTO A CAREER FIELD IN FY 99. THE COLONEL PROMOTION BOARD FOR OFFICERS IN THIS YEAR GROUP WILL MEET IN FY 01, PROVIDING OFFICERS IN THIS YEAR GROUP THE OPPORTUNITY TO SERVE FOR TWO YEARS IN THEIR DESIGNATED CAREER FIELD PRIOR TO BEING CONSIDERED FOR PROMOTION. OFFICERS IN YEAR GROUP 81 WILL BE DESIGNATED INTO A CAREER FIELD IN FY 00, AND THE COLONEL PROMOTION BOARD FOR OFFICERS IN THIS YEAR GROUP WILL BE CONDUCTED IN FY 02. THIS SCHEDULE ALSO PROVIDES OFFICERS IN YEAR GROUP 81 THE OPPORTUNITY TO SERVE WITHIN THEIR CAREER FIELD FOR TWO YEARS PRIOR TO BEING CONSIDERED FOR PROMOTION.

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ú#ö#r #####y#y#d#####d#####t### THIS CHART INDICATES THE TRANSITION SCHEDULE FOR MAJORS IN YEAR GROUPS 82-87. INCLUDED ON THE CHART IS THE FISCAL YEAR WHEN THE OFFICERS IN EACH YEAR GROUP ARE SCHEDULED FOR DESIGNATION INTO A CAREER FIELD, WHILE SERVING AS EITHER MAJORS OR LIEUTENANT COLONELS. THE CHART ALSO INDICATES THE FISCAL YEAR WHEN OFFICERS IN EACH YEAR GROUP WILL BE CONSIDERED FOR PROMOTION TO LIEUTENANT COLONEL, FOR LIEUTENANT COLONEL-LEVEL COMMAND, FOR PROMOTION TO COLONEL, AND FOR COLONEL-LEVEL COMMAND. OFFICERS IN YEAR GROUP 82 WILL BE IN THE PRIMARY ZONE FOR LIEUTENANT COLONEL CONSIDERATION IN FY 98, AND THIS PROMOTION BOARD WILL BE CONDUCTED UNDER CURRENT GUIDELINES. OFFICERS IN THIS YEAR GROUP WILL BE CONSIDERED FOR LIEUTENANT COLONEL-LEVEL COMMAND IN FY 99. OFFICERS IN YEAR GROUP 83 WILL BE DESIGNATED INTO CAREER FIELDS IN FY 01, AND WILL HAVE THE OPPORTUNITY TO SERVE WITHIN THEIR CAREER FIELD FOR TWO YEARS BEFORE BEING CONSIDERED FOR PROMOTION TO COLONEL UNDER OPMS XXI GUIDELINES DURING FY 03. OFFICERS IN YEAR GROUP 84 WILL BE IN THE PRIMARY ZONE FOR LIEUTENANT COLONEL CONSIDERATION IN FY 99, AND THIS PROMOTION BOARD WILL ALSO BE CONDUCTED UNDER CURRENT GUIDELINES. OFFICERS IN YG 83 WILL BE CONSIDERED FOR LIEUTENANT COLONEL-LEVEL COMMAND IN FY 00 AND DESIGNATED INTO CAREER FIELDS IN FY 01. OFFICERS IN YG 83 WILL HAVE THE OPPORTUNITY TO SERVE IN THEIR DESIGNATED CAREER FIELD FOR TWO TO THREE YEARS BEFORE BEING CONSIDERED FOR PROMOTION IN FY 04, UNDER OPMS XXI GUIDELINES. OFFICERS IN YEAR GROUP 84 WILL BE IN THE PRIMARY ZONE FOR LIEUTENANT COLONEL CONSIDERATION IN FY 00, AND THIS PROMOTION BOARD WILL BE CONDUCTED UNDER CURRENT GUIDELINES. OFFICERS IN YG 84 WILL BE CONSIDERED FOR LIEUTENANT COLONEL-LEVEL COMMAND IN FY 01, AND DESIGNATED INTO CAREER FIELDS IN FY 02. OFFICERS IN YG 84 WILL HAVE THE OPPORTUNITY TO SERVE IN THEIR DESIGNATED CAREER FIELD FOR TWO TO THREE YEARS BEFORE BEING CONSIDERED FOR PROMOTION TO COLONEL IN FY 05, UNDER OPMS XXI GUIDELINES. OFFICERS IN YEAR GROUP 85 WILL BE IN THE PRIMARY ZONE FOR LIEUTENANT COLONEL CONSIDERATION IN FY 01, AND THIS PROMOTION BOARD WILL BE CONDUCTED UNDER CURRENT GUIDELINES. OFFICERS IN YG 85 WILL BE CONSIDERED FOR LIEUTENANT COLONEL-LEVEL COMMAND IN FY 02, AND DESIGNATED INTO CAREER FIELDS IN FY 02. OFFICERS IN YG 85 WILL HAVE THE OPPORTUNITY TO SERVE IN THEIR DESIGNATED CAREER FIELD FOR A PERIOD OF FOUR YEARS BEFORE BEING CONSIDERED FOR PROMOTION TO COLONEL IN FY 06, UNDER OPMS XXI GUIDELINES. OFFICERS IN YEAR GROUPS 86 AND 87 WILL BE DESIGNATED INTO CAREER FIELDS IN FY 99 AND FY 00, RESPECTIVELY. OFFICERS IN BOTH YEAR GROUPS WILL HAVE THE OPPORTUNITY TO SERVE IN THEIR DESIGNATED CAREER FIELD FOR TWO TO THREE YEARS BEFORE BEING CONSIDERED FOR PROMOTION TO LIEUTENANT COLONEL. THE LIEUTENANT COLONEL PROMOTION BOARD FOR OFFICERS IN YG 86 AND YG 87 WILL BE CONDUCTED IN FY 02 AND FY 03, RESPECTIVELY, FOLLOWING OPMS XXI GUIDELINES.

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úÿö#r ## #####ÿÿd#####ö### THIS CHART INDICATES THE TRANSITION SCHEDULE FOR CAPTAINS AND LIEUTENANTS IN YEAR GROUPS 88-97. INCLUDED ON THE CHART IS THE FISCAL YEAR WHEN OFFICERS IN EACH YEAR GROUP ARE SCHEDULED FOR PRIMARY ZONE CONSIDERATION FOR PROMOTION TO MAJOR, FOR CAREER FIELD DESIGNATION, FOR PROMOTION TO LIEUTENANT COLONEL, FOR LIEUTENANT COLONEL-LEVEL COMMAND, FOR PROMOTION TO COLONEL AND FOR COLONEL-LEVEL COMMAND. ALSO SHOWN IS THE FISCAL YEAR WHEN OFFICERS IN YEAR GROUPS 93-97 ARE TO BE ASSIGNED A FUNCTIONAL AREA, DURING THEIR FIFTH YEAR OF SERVICE. OFFICERS IN YEAR GROUP 88 WILL BE CONSIDERED FOR PROMOTION TO MAJOR IN FY 98, AND DESIGNATED INTO CAREER FIELDS IN FY 01. OFFICERS IN YG 88 WILL HAVE THE OPPORTUNITY TO SERVE FOR TWO TO THREE YEARS IN THEIR DESIGNATED CAREER FIELD BEFORE BEING CONSIDERED FOR PROMOTION TO LIEUTENANT COLONEL, UNDER OPMS XXI GUIDELINES, IN FY 04. OFFICERS IN YEAR GROUPS 89, 90, 91, AND 92 WILL BE CONSIDERED FOR PROMOTION TO MAJOR DURING THEIR TENTH YEAR OF SERVICE, IN FY 99, 00, 01, AND 02, RESPECTIVELY. THOSE OFFICERS SELECTED FOR PROMOTION TO MAJOR WILL BE DESIGNATED INTO CAREER FIELDS DURING THE SAME FISCAL YEAR. OFFICERS IN THESE YEAR GROUPS WILL HAVE THE OPPORTUNITY TO SERVE IN THEIR CAREER FIELD FOR APPROXIMATELY SIX YEARS BEFORE BEING CONSIDERED FOR PROMOTION TO LIEUTENANT COLONEL BY A BOARD THAT WILL OPERATE UNDER OPMS XXI GUIDELINES. OFFICERS IN YEAR GROUPS 93-97 WILL BE ASSIGNED A FUNCTIONAL AREA DURING THEIR FIFTH YEAR OF SERVICE. OFFICERS IN THESE YEAR GROUPS WILL BE CONSIDERED FOR PROMOTION TO MAJOR AND CAREER FIELD DESIGNATION DURING THE SAME YEAR. MAJOR PROMOTION AND CAREER FIELD DESIGNATION BOARDS FOR THESE OFFICERS WILL OCCUR IN FY 03 OR LATER, AFTER PHASE II OF THE OPMS XXI TRANSITION PLAN HAS BEEN COMPLETED. N

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OPMS XXI

OPMS XXI transition YG89 -- Major Promotion Board, followed by Career Field Designation Board in FY99YG86 -- Career Field Designation Board in FY99; first YG to compete for promotion to LTC under Career Field-Based Promotion System (FY02)YG80 -- Career Field Designation Board in FY99; compete for promotion to COL in FY01Transition to OPMS XXI will follow a carefully considered, deliberate plan that occurs over a five year period Provides time for officers to understand the systemProvides time for officers to make sound decisions about their future under OPMS XXI#

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õùÿÿ(###ÿÿ#####ÿü#ÿÿd#####d#####0PMS XXI Implementation#

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úÿö#r ## #####ÿÿd#####A### THIS CHART HIGHLIGHTS
THREE SPECIFIC YEAR GROUPS OF OFFICERS WHO ARE AMONG THE FIRST TO BE DIRECTLY
AFFECTED BY THE TRANSITION TO OPMS XXI. OFFICERS IN YEAR GROUP 89 WILL BE THE
FIRST OFFICERS IN THE PRIMARY ZONE TO BE CONSIDERED FOR PROMOTION TO MAJOR AND
DESIGNATION INTO A CAREER FIELD DURING THE SAME YEAR. THIS WILL OCCUR DURING FY
99, THE FIRST YEAR OF PHASE II OF THE OPMS XXI TRANSITION PLAN. OFFICERS IN YEAR
GROUP 86 WILL ALSO BE DESIGNATED INTO CAREER FIELDS DURING FY 99, AND WILL BE
THE FIRST YEAR GROUP TO COMPETE FOR PROMOTION TO LIEUTENANT COLONEL UNDER THE
CAREER FIELD-BASED PROMOTION SYSTEM BEING IMPLEMENTED UNDER OPMS XXI. OFFICERS
IN YG 86 WILL BE CONSIDERED FOR PROMOTION IN FY 02. OFFICERS IN YEAR GROUP 80
WILL ALSO BE DESIGNATED INTO CAREER FIELDS DURING FY 99, AND WILL BE THE FIRST
YEAR GROUP TO COMPETE FOR PROMOTION TO COLONEL UNDER THE CAREER FIELD-BASED
PROMOTION SYSTEM. OFFICERS IN YEAR GROUP 80 WILL BE CONSIDERED FOR PROMOTION TO
COLONEL IN FY 01. AS INDICATED, TRANSITION TO OPMS XXI FOLLOWS A CAREFULLY
CONSIDERED, DELIBERATE PLAN. THIS LENGTHY IMPLEMENTATION PERIOD PROVIDES
OFFICERS THE TIME THEY NEED TO UNDERSTAND THE REVISED OPMS, THE TIME THEY NEED
TO CONSIDER CAREER FIELD PREFERENCES AND OTHER CHOICES, AND THE TIME NEEDED TO
MAKE SOUND DECISIONS ABOUT THEIR FUTURE UNDER OPMS XXI.#

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research and study, and has been carefully designed to:Enhance warfighting
capability of the Army Increase MAJ BQ time Reduce turbulence for
Operational Career FieldProvide all officers with a reasonable opportunity for
success Increase promotion opportunity Increase command opportunityBalance
grades and skills at the Field Grade level Reduce upward grade substitution
Increase level of fill Improve COL level experience#

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úÿö#r ## #####ÿÿd#####ä ## THIS CHART
HIGHLIGHTS THREE IMPORTANT CRITERIA USED TO GUIDE THE DEVELOPMENT OF OPMS XXI,
THROUGH A FOCUSED AND COMPREHENSIVE STUDY EFFORT. OPMS XXI HAS BEEN DESIGNED
TO ENHANCE THE WARFIGHTING CAPABILITY OF THE ARMY. THIS WILL BE ACCOMPLISHED IN
SEVERAL WAYS. ONE IMPORTANT ENHANCEMENT IS TO PROVIDE OFFICERS REMAINING IN THE
OPERATIONS CAREER FIELD MORE BRANCH QUALIFICATION TIME AT THE RANK OF MAJOR.
THIS WILL LAY A FIRM FOUNDATION FOR THESE OFFICERS TO DEVELOP MORE REFINED
WARFIGHTING SKILLS AND ENHANCE THEIR SUPPORT FOR ARMY WARFIGHTING-RELATED
FUNCTIONS. THROUGH INCREASED ON-THE-JOB EXPERIENCE AND FOCUSED PROFESSIONAL
MILITARY EDUCATION, OFFICERS IN THE OPERATIONS CAREER FIELD WILL HAVE THE
OPPORTUNITY TO DEVELOP MORE IN-DEPTH KNOWLEDGE AND EXPERTISE IN THEIR BRANCH
(OR FUNCTIONAL AREA). THROUGH REDUCED ASSIGNMENT TURBULENCE, TACTICAL UNITS
WILL HAVE INCREASED CONTINUITY IN THEIR FIELD GRADE OFFICER LEADERSHIP, AS WELL
AS MORE EXPERIENCED AND COHESIVE SENIOR LEADER TEAMS. REDUCED OFFICER
TURBULENCE WILL PROVIDE MORE CONTINUITY AND CONSISTENT LEADERSHIP WITHIN NON-
TACTICAL ORGANIZATIONS. OPMS XXI HAS BEEN DESIGNED TO PROVIDE ALL OFFICERS, IN
ALL CAREER FIELDS, A REASONABLE OPPORTUNITY FOR SUCCESS. OPMS XXI WILL, FIRST,
PERMIT EACH OFFICER TO DEVELOP AND CONTRIBUTE IN A CAREER FIELD CRITICAL TO THE
ARMY MISSION. SECOND, THE PROMOTION OPPORTUNITY FOR OFFICERS NOT FOLLOWING THE
TRADITIONAL COMMAND TRACK WILL BE INCREASED. ALIGNMENT OF FIELD GRADE
AUTHORIZATIONS WITH THE AFFORDABLE OFFICER INVENTORY WILL HELP ENSURE THAT
OFFICERS IN ALL CAREER FIELDS HAVE A SIMILAR OPPORTUNITY FOR PROMOTION TO
LIEUTENANT COLONEL. OFFICERS IN THE OPERATIONS CAREER FIELD WILL COMPETE ONLY
AGAINST OFFICERS IN THE SAME CAREER FIELD FOR COMMAND SELECTION, AND THEIR
OPPORTUNITY FOR SELECTION TO COMMAND WILL INCREASE. OPMS XXI HAS BEEN DESIGNED
TO BALANCE GRADES AND SKILLS AT THE FIELD GRADE LEVEL, TO MEET ARMY NEEDS INTO
THE 21ST CENTURY. CLOSER ALIGNMENT OF FIELD GRADE OFFICER AUTHORIZATIONS WITH
THE AFFORDABLE OFFICER INVENTORY, BY GRADE, SKILL AND NUMBER, WILL BETTER SERVE
THE ARMY. ORGANIZATIONS WILL HAVE AN INCREASED LEVEL OF FILL FOR AUTHORIZED
FIELD GRADE OFFICER POSITIONS, AND THE NEED FOR UPWARD GRADE SUBSTITUTION WILL
BE REDUCED. MAJORS AND LIEUTENANT COLONELS WILL HAVE MORE REPETITIVE
ASSIGNMENTS WITHIN THEIR CAREER FIELD, AND THE EXPERIENCE, KNOWLEDGE AND SKILLS
OF JUNIOR AND SENIOR COLONELS WILL BE ENHANCED. OPMS XXI IS A [WIN - WIN] FOR
BOTH THE OFFICER AND THE ARMY.

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#####2##_## #ý_ m#ÿÿ####ÿÿ####ÿ_#ÿÿd#####d#####p### Better for
Nation, Army, OfficerEnhances warfighting capabilities of the ArmyMatches
operating inventory to authorizations Balances grades and skills at the field
grade level Provides more assignment stabilityFosters sustained unit excellence
Integrates the OPMS with the leader development systemCreates career paths in
areas needed for 2010 that do not exist todayEstablishes credible career
opportunitiesHelps officers form realistic expectations of career outcomes

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that is Reviewed and Updated Annually

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personify Army valuesDemonstrates responsible stewardship of national resources
Represents the diverse society it servesReturns to the nation quality citizens
Develops officers with the right skills, knowledge, and attributes Develops
motivated, competent and experienced officers within and across all functions
Develops Army officers who perform effectively in a Joint environmentSatisfies
Total Army, Joint, and Combined officer personnel requirements for the early XXI
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DURING THE STUDY, THE OPMS XXI TASK FORCE RESEARCHED MULTIPLE ISSUES THOROUGHLY. CONTINUOUS DIALOGUE WITH MEMBERS OF THE OFFICER CORPS WAS MAINTAINED AS RESULTS EMERGED FROM THE TASK FORCE'S RESEARCH AND ANALYSIS EFFORT. PERSONNEL PROPONENTS, COMMAND REPRESENTATIVES, GENERAL OFFICERS THROUGHOUT THE ARMY, THE ARMY BOARD OF DIRECTORS, AND THE CHIEF OF STAFF, ARMY WERE KEPT INFORMED, AND THEIR INPUT AND GUIDANCE WAS INCORPORATED INTO THE STUDY. RECOMMENDATIONS DEVELOPED IN THE STUDY, AND SUBSEQUENTLY APPROVED BY THE CHIEF OF STAFF, ARMY HAVE RESULTED IN A REVISED OFFICER DEVELOPMENT SYSTEM THAT IS BETTER FOR THE NATION, BETTER FOR THE ARMY, AND BETTER FOR THE OFFICER. SOME REASONS WHY OPMS XXI IS A BETTER OFFICER DEVELOPMENT SYSTEM ARE SHOWN ON THIS CHART. OPMS XXI WILL BETTER PREPARE THE ARMY TO SERVE THE NATION IN THE EARLY TWENTY-FIRST CENTURY, AND DEMONSTRATES THE ARMY COMMITMENT TO RESPONSIBLE STEWARDSHIP OF THE NATION'S HUMAN AND MATERIAL RESOURCES. OPMS XXI WILL BETTER SUPPORT THE ARMY BY DEVELOPING OFFICERS WHO PERSONIFY ARMY VALUES, AND WHO ALSO HAVE THE SKILLS, KNOWLEDGE, AND ATTRIBUTES THE ARMY WILL NEED TO SUCCEED IN THE FUTURE. OPMS XXI WILL HELP IMPROVE ARMY READINESS NOW, AND INTO THE FUTURE, BY ENHANCING THE WARFIGHTING CAPABILITIES OF THE ARMY AND FOSTERING SUSTAINED EXCELLENCE WITHIN ARMY ORGANIZATIONS. OPMS XXI WILL STRENGTHEN THE ARMY BY BETTER ALIGNING OFFICER AUTHORIZATIONS WITH AVAILABLE HUMAN RESOURCES, AND BETTER INTEGRATING THE OFFICER PERSONNEL MANAGEMENT SYSTEM WITH OTHER COMPONENTS OF THE LEADER DEVELOPMENT SYSTEM. OPMS XXI PROVIDES AN OFFICER DEVELOPMENT SYSTEM THAT HELPS THE SOLDIER WHO CHOOSES A CAREER AS AN ARMY OFFICER REMAIN FOCUSED ON THE MEASURES OF SUCCESS FOR THEIR CAREER. EACH CAREER FIELD OFFERS THE OPPORTUNITY FOR SUCCESS. OPMS XXI PROVIDES THE OPPORTUNITY FOR MOTIVATED, COMPETENT, AND EXPERIENCED OFFICERS TO CONTRIBUTE TO THE ARMY IN CAREER FIELDS WHERE THEIR SKILLS, KNOWLEDGE AND ATTRIBUTES ARE MOST NEEDED, THE FIRST TRUE MEASURE OF SUCCESS. OPMS XXI OFFERS CREDIBLE CAREER OPPORTUNITIES FOR EACH OFFICER, TO INCLUDE A SIMILIAR OPPORTUNITY FOR EACH MAJOR TO BE SELECTED FOR PROMOTION TO LIEUTENANT COLONEL. OPMS XXI ALSO PROVIDES THE ARMY WITH AN OFFICER DEVELOPMENT SYSTEM THAT IS ADAPTABLE TO CHANGE, AS CHANGE OCCURS WITHIN AND OUTSIDE THE ARMY. THROUGH A PROCESS OF ANNUAL REVIEWS AND UPDATES, OPMS XXI IS DESIGNED TO ENSURE THAT THE WORLD'S BEST LEADER DEVELOPMENT PROGRAM CONTINUES TO DEVELOP THE QUALITY LEADERS THE ARMY'S MISSION REQUIRES AND ITS SOLDIERS DESERVE.

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Engineering2

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Engineering officers plan, engineer, and manage the integration of diverse
communication, automation, and visual information equipment Functions. Include:
Telecommunications Engineering Computer Systems Engineering Skill / Knowledge
Requirements. Specialized knowledge of: Math, Physics, or Electrical
Engineering Telecommunications, Computer Systems Engineering, or related
discipline Information Systems and networking Key Assignments. Include:
Electrical Engineer or Software Engineer Communications Electronics Engineer or
Computer Systems Engineer C-E Systems Engineer or Systems Analyst Chief,
Engineering Branch/Division

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FUNCTIONS, AND THE SKILL AND KNOWLEDGE REQUIREMENTS FOR FUNCTIONAL AREA 24, INFORMATION SYSTEMS ENGINEERING OFFICER. THIS FUNCTIONAL AREA IS SEPARATED INTO TWO AREAS OF CONCENTRATION. THE FA 24A (TELECOMMUNICATIONS SYSTEMS ENGINEER) OFFICER PLANS, ENGINEERS AND MANAGES THE INTEGRATION OF COMMUNICATION, AUTOMATION, AND VISUAL INFORMATION EQUIPMENT INTO INFORMATION SYSTEMS AND NETWORKS. THE FA 24B (COMPUTER SYSTEMS ENGINEER) OFFICER PLANS, ENGINEERS AND MANAGES THE DEVELOPMENT OF HARDWARE AND SOFTWARE, AND THE INTEGRATION OF HARDWARE, SOFTWARE, AND DATA COMMUNICATIONS SYSTEMS. WHILE PRECISE REQUIREMENTS ARE STILL BEING REFINED BY PROPONENTS AND WILL BE DETAILED IN DA PAM 600-3, THIS FUNCTIONAL AREA WILL REQUIRE A SCIENCE, MATH AND/OR ENGINEERING BACKGROUND. FA 24 OFFICERS WILL SERVE IN POSITIONS PRIMARILY AT ECHELONS ABOVE CORPS, BUT SOME ENTRY LEVEL POSITIONS MAY BE FOUND AT LOWER HEADQUARTERS. ü

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#####d#####L### Information Operations officers develop plans and
coordinate, synchronize, and integrate information Functions. Include:
Coordination of information planning Integration of all aspects of information
Skill / Knowledge Requirements. Include: Ability to synchronize complex
information systems Understand capabilities and employment of IO disciplines
(Strategic Intelligence, Space Operations, Public Affairs, Systems
Automation, Simulations Operations) Key Assignments. Include: Division and
Corps Staffs MACOM Staffs Joint Command Staffs Joint Staff

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#####ÿÿd#####D### THIS CHART PROVIDES AN OVERVIEW OF THE
FUNCTIONS, AND THE SKILL AND KNOWLEDGE REQUIREMENTS FOR FUNCTIONAL AREA 30,
INFORMATION OPERATIONS OFFICERS. INFORMATION OPERATIONS OFFICERS CONDUCT
PLANNING THAT USES ALL AVAILABLE INFORMATION RESOURCES. THEY COORDINATE AND
SYNCHRONIZE INFORMATION TO ENSURE ITS TIMELY AVAILABILITY TO THE COMMANDER AND
STAFF. OFFICERS IN FUNCTIONAL AREA 30 MUST HAVE AN UNDERSTANDING OF ALL
INFORMATION OPERATIONS DISCIPLINES, AND HAVE THE SKILLS AND KNOWLEDGE REQUIRED
TO SYNCHRONIZE COMPLEX INFORMATION SYSTEMS. INFORMATION OPERATIONS OFFICERS WILL
SERVE IN ARMY AND JOINT ORGANIZATIONS, TO INCLUDE KEY STAFF POSITIONS AT
DIVISION, CORPS, MACOM, JOINT COMMAND, AND JOINT STAFF LEVELS.

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Intelligence#

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officers perform intelligence analysis,planning, programming and resourcing,
security andintelligence liaison Functions. Include: Intelligence planning and
analysis Intelligence liaison Skill / Knowledge Requirements. Specialized
knowledge of: Intelligence law and management Intelligence and communications
architectures Intelligence systems National intelligence agency functions and
aspects of intelligence planning Key Assignments. Include: Intelligence
units and Headquarters at echelons above corps levels National agencies
Unified commands

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###ÿÿ#####ÿÿd#####Æ### THIS CHART PROVIDES AN OVERVIEW OF THE FUNCTIONS, AND THE SKILL AND KNOWLEDGE REQUIREMENTS FOR OFFICERS IN FA 34, STRATEGIC INTELLIGENCE OFFICERS. THE FUNCTIONS PERFORMED BY STRATEGIC INTELLIGENCE OFFICERS INCLUDE INTELLIGENCE ANALYSIS, PLANNING, PROGRAMMING AND RESOURCING, TRAINING MANAGEMENT, SECURITY, AND INTELLIGENCE LIAISON. STRATEGIC INTELLIGENCE OFFICERS REQUIRE SPECIALIZED KNOWLEDGE OF INTELLIGENCE SYSTEMS, INTELLIGENCE AND COMMUNICATIONS ARCHITECTURES, INTELLIGENCE PLANNING, INTELLIGENCE LAW AND MANAGEMENT, INFORMATION SECURITY PRINCIPLES, AND INTELLIGENCE AGENCY FUNCTIONS. FA 34 OFFICERS MUST ALSO UNDERSTAND THE RELATIONSHIP BETWEEN THE INTERNATIONAL GEOPOLITICAL ARENA AND THE DEVELOPMENT OF NATIONAL SECURITY POLICY AND NATIONAL SECURITY STRATEGY. FA 34 OFFICERS WILL SERVE IN POSITIONS AT ECHELONS ABOVE CORPS, TO INCLUDE POSITIONS WITHIN INTELLIGENCE UNITS AND HEADQUARTERS STAFFS, AND WITHIN UNIFIED COMMANDS AND NATIONAL AGENCIES.

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FA 40 Space Operations

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#####ÿ#ÿÿd#####d##### THIS CHART PROVIDES AN OVERVIEW OF THE FUNCTIONS, AND THE SKILL AND KNOWLEDGE REQUIREMENTS FOR FUNCTIONAL AREA 40, SPACE OPERATIONS OFFICERS. THE FUNCTIONS PERFORMED BY SPACE OPERATIONS OFFICERS WILL INCLUDE PLANNING AND ANALYSIS, AND THE OPERATION OF SPACE AND GROUND-BASED SENSORS, PROCESSORS, AND SOFTWARE FOR DISSEMINATION NETWORKS. SPACE OPERATIONS OFFICERS SUPPORT FUNCTIONS THAT LEVERAGE THE CAPABILITIES OF SPACE SYSTEMS TO SUPPORT ARMY OPERATIONS. IN ADDITION TO BASIC LEADERSHIP AND MANAGEMENT SKILLS, OFFICERS IN FUNCTIONAL AREA 40 REQUIRE A GOOD UNDERSTANDING OF HOW SPACE CAPABILITIES CAN SUPPORT AND ENHANCE ARMY OPERATIONS. FA 40 OFFICERS MUST DEVELOP A SIGNIFICANT UNDERSTANDING OF ORBITAL MECHANICS, MATHEMATICS AND PHYSICS, AND HAVE AN APTITUDE FOR AUTOMATION TECHNOLOGY AND ENGINEERING. SPACE OPERATIONS OFFICERS WILL SERVE PRIMARILY WITHIN JOINT COMMANDS AND AGENCIES. ÿ

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Management#

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officers develop, interpret, integrate, and implement Army personnel-related
programs for the military and civilian workforce and their families Functions.
Include: Human resource planning Integrating and synchronizing personnel life
cycle functions (structure, acquire, distribute, develop, sustain, compensate,
and separate) Skill / Knowledge Requirements. Good understanding of: Human
Resource Management Military personnel system Civilian personnel system
Operational Army Key Assignments. Include: Brigade S-1 Division and higher
levels, to include MACOM, HQDA, Joint, and OSD Staffs#

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#####ÿ#ÿÿd#####d#####p### THIS CHART PROVIDES AN OVERVIEW OF THE FUNCTIONS, AND THE SKILL AND KNOWLEDGE REQUIREMENTS FOR OFFICERS DESIGNATED FA 43, HUMAN RESOURCE MANAGEMENT OFFICERS. HUMAN RESOURCE MANAGEMENT OFFICERS WILL DEVELOP, INTERPRET, INTEGRATE, AND IMPLEMENT ARMY PERSONNEL-RELATED PROGRAMS FOR THE MILITARY AND CIVILIAN WORKFORCE AND THEIR FAMILIES. OFFICERS IN FA 43 REQUIRE A GOOD UNDERSTANDING OF HUMAN RESOURCE MANAGEMENT, AND THE ARMY MILITARY AND CIVILIAN PERSONNEL SYSTEMS. OFFICERS IN FA 43 ALSO REQUIRE A GOOD UNDERSTANDING OF THE OPERATIONAL ARMY. FA 43 OFFICERS SERVE IN HUMAN RESOURCE MANAGEMENT POSITIONS THROUGHOUT THE ARMY AND THE DEPARTMENT OF DEFENSE, TO INCLUDE POSITIONS WITHIN THE TYPE ORGANIZATIONS SHOWN ON THIS CHART.

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Simulations Operations

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officers develop, acquire, manageand operate military simulations and
simulations facilities Functions. Include: Simulation system engineering;
development; and acquisition Simulation operations management Developing
realistic training aids, devices and simulators Skill / Knowledge Requirements.
Include: Well versed in automation systems Expertise in battlefield
digitization Ability to apply Army and Joint doctrine to simulations Key
Assignments. Include: National Simulations Center National Training Center
Battle laboratories Battle Staff Training Program Simulation, Training, and
Instrumentation Command (STRICOM)

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#####ÿÿd##### THIS CHART PROVIDES AN OVERVIEW OF THE FUNCTIONS, AND THE SKILL AND KNOWLEGE REQUIREMENTS FOR OFFICERS DESIGNATED FA 57, SIMULATIONS OPERATIONS OFFICERS. SIMULATIONS OPERATIONS OFFICERS WILL DEVELOP, ACQUIRE, MANAGE AND OPERATE MILITARY SIMULATIONS AND SIMULATIONS FACILITIES. OFFICERS IN FUNCTIONAL AREA 57 REQUIRE SKILLS AND KNOWLEDGE RELATED TO AUTOMATION SYSTEMS AND BATTLEFIELD DIGIZITATION. THEY MUST ALSO BE CAPABLE OF APPLYING ARMY AND JOINT DOCTRINE TO SIMULATIONS. FA 57 OFFICERS SERVE IN SIMULATIONS-RELATED POSITIONS WITHIN NUMEROUS COMMANDS AND AGENCIES, TO INCLUDE KEY POSITIONS WITHIN THE TYPE ORGANIZATIONS SHOWN ON THIS CHART.

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Z#ÿÿ#####ÿ[]#ÿÿd#####d##### Functions. Include: Planning and programming changes to Army force structure Reviewing and documenting force manpower and equipment requirements Development and implementation of the national security and national military strategy Skill / Knowledge Requirements. Include a good understanding of: Organization, structure and doctrine for Army operational units Organization, mission, roles and functions of combatant commands and DoD agencies Processes and procedures used to develop and implement the national military strategy Key Assignments. Include: Force planner at MACOM and HQDA levels Force development and force integration positions at division, corps, installation, MACOM AND HQDA levels Staff officer at HQDA, joint and agency levels#

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úâ÷þ#Húÿÿ####ÿÿ#####ÿÿ#ÿÿd#####d#####\$###FA 50 Strategy and Force
Management

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úÿö#r ÿÿ ##ÿÿ#####ÿÿd#####é### THIS CHART PROVIDES AN OVERVIEW OF THE FUNCTIONS, AND THE SKILL AND KNOWLEDGE REQUIREMENTS OF FA 50, STRATEGY AND FORCE MANAGEMENT OFFICERS. FA 50 OFFICERS WILL HAVE TWO AREAS OF CONCENTRATION, FA 50A - FORCE DEVELOPMENT, AND FA 50B - STRATEGIC PLANS AND POLICY. IN THE FA 50 A AREA OF CONCENTRATION: OFFICERS WILL FOCUS ON FORCE PLANNING, AND THE FORCE DESIGN, DEVELOPMENT, AND DOCUMENTATION PROCESSES. THE 50 A AREA OF CONCENTRATION REQUIRES OFFICERS THAT HAVE A GOOD UNDERSTANDING OF THE ORGANIZATION, STRUCTURE, AND DOCTRINE FOR ARMY FORCES. ASSIGNMENTS IN THE 50 A AREA OF CONCENTRATION WILL INCLUDE FORCE DEVELOPMENT AND INTEGRATION-RELATED POSITIONS AT DIVISION, CORPS, INSTALLATION, MACOM, AND HQDA LEVELS. IN THE FA 50B AREA OF CONCENTRATION: OFFICERS WILL ASSIST IN THE DEVELOPMENT AND IMPLEMENTATION OF THE NATIONAL SECURITY AND NATIONAL MILITARY STRATEGY. THE 50 B AREA OF CONCENTRATION REQUIRES OFFICERS WHO HAVE A GOOD UNDERSTANDING OF THE ORGANIZATION, MISSIONS, ROLES, AND FUNCTIONS OF COMBATANT COMMANDS AND DOD AGENCIES, AND THE PROCESSES AND PROCEDURES USED TO DEVELOP AND IMPLEMENT THE NATIONAL MILITARY STRATEGY. ASSIGNMENTS IN THE 50 B AREA OF CONCENTRATION INCLUDE POSITIONS AT HQDA, JOINT, OSD, AND AGENCY LEVELS. #

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 îùÿÿ####ÿÿ####ÿ[]#ÿÿd#####d#####8###Year Groups 67 - 76
Designation and Selection Timelines

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##ö^ûá °#ÿÿ####ÿÿ####ÿÿd#####d##### FY 99-02 Career Field
Designation Applications accepted Designation based on officer request and
Army needsOfficers in Year Groups 67 - 76 were in primary zone of
consideration for promotion to Colonel and for Colonel-Level command prior to
FY 99 #

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#####ÿ#ÿÿd#####d##### OFFICERS IN YEAR GROUPS 67 - 76
MAY APPLY FOR DESIGNATION INTO A CAREER FIELD, COMMENCING IN FY 99. THE
DESIGNATION OF OFFICERS IN THESE YEAR GROUPS INTO A CAREER FIELD WILL BE BASED
ON THE OFFICER'S REQUEST AND THE NEEDS OF THE ARMY. THE CAREER FIELD DESIGNATION
OF OFFICERS IN THESE YEAR GROUPS WILL AFFECT THE OFFICER'S FUTURE ASSIGNMENTS.
OFFICERS IN THESE YEAR GROUPS HAVE BEEN, OR WILL BE, IN THE PRIMARY ZONE OF
CONSIDERATION FOR PROMOTION TO COLONEL AND COLONEL-LEVEL COMMAND PRIOR TO FY 99.
THEREFORE, CAREER FIELD DESIGNATION WILL NOT AFFECT THE OFFICER'S SELECTION FOR
PROMOTION TO COLONEL OR SELECTION FOR COLONEL-LEVEL COMMAND.

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Year Group 77

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Board FY 99 Colonel-Level Command Board FY 99-02 Career Field
Designation Applications accepted Designation based on officer request and
Army needs #

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#####ÿÿd#####G### OFFICERS IN YEAR GROUP 77 WILL BE
CONSIDERED FOR PROMOTION TO COLONEL IN FY 98, UNDER CURRENT OPMS RULES. OFFICERS
IN YEAR GROUP 77 WILL BE CONSIDERED FOR COLONEL-LEVEL COMMAND IN FY 99. OFFICERS
IN THIS YEAR GROUP MAY APPLY FOR DESIGNATION INTO A CAREER FIELD, COMMENCING IN
FY 99. CAREER FIELD DESIGNATION WILL BE BASED ON THE OFFICER'S REQUEST AND THE
NEEDS OF THE ARMY. THE CAREER FIELD DESIGNATION OF OFFICERS IN YEAR GROUP 77
WILL AFFECT THE OFFICER'S FUTURE ASSIGNMENTS, BUT WILL NOT AFFECT HIS OR HER
SELECTION FOR PROMOTION TO COLONEL BY THE FY 98 PROMOTION BOARD. #

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Designation and Selection Timelines

Year Group 78

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Board FY 99-02 Career Field DesignationApplications accepted Designation based
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#####ÿÿd#####f### OFFICERS IN YEAR GROUP 78 WILL BE
CONSIDERED FOR PROMOTION TO COLONEL IN FY 99. THIS PROMOTION BOARD WILL BE
CONDUCTED UNDER CURRENT OPMS RULES. OFFICERS IN YEAR GROUP 78 MAY APPLY FOR
CAREER FIELD DESIGNATION COMMENCING IN FY 99. CAREER FIELD DESIGNATION WILL BE
BASED ON THE OFFICER'S REQUEST AND THE NEEDS OF THE ARMY. THE CAREER FIELD
DESIGNATION OF OFFICERS IN THIS YEAR GROUP WILL AFFECT THE OFFICER'S FUTURE
ASSIGNMENTS, BUT WILL NOT AFFECT HIS OR HER SELECTION FOR PROMOTION TO COLONEL
BY THE FY 99 PROMOTION BOARD. OFFICERS IN YEAR GROUP 78 WILL BE CONSIDERED FOR
COLONEL-LEVEL COMMAND IN FY 00.

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Year Group 79

Designation and Selection Timelines

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DesignationApplications accepted Designation based on officer requestand Army
needs FY 00 Colonel Promotion Board FY 01 Colonel-Level Command
Board

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#####y#y#d#####d#####f### OFFICERS IN YEAR GROUP 79 MAY
APPLY FOR CAREER FIELD DESIGNATION COMMENCING IN FY 99. CAREER FIELD
DESIGNATION WILL BE BASED ON THE OFFICER'S REQUEST AND THE NEEDS OF THE ARMY.
OFFICERS IN YEAR GROUP 79 WILL BE CONSIDERED FOR PROMOTION TO COLONEL IN FY 00.
THIS PROMOTION BOARD WILL BE CONDUCTED UNDER CURRENT OPMS RULES. THE CAREER
FIELD DESIGNATION OF OFFICERS IN THIS YEAR GROUP WILL AFFECT THE OFFICER'S
FUTURE ASSIGNMENTS, BUT WILL NOT AFFECT HIS OR HER SELECTION FOR PROMOTION TO
COLONEL BY THE FY 00 PROMOTION BOARD. OFFICERS IN YEAR GROUP 79 WILL BE
CONSIDERED FOR COLONEL-LEVEL COMMAND IN FY 01.

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Designation and Selection Timelines

Year Group 80

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Field Designation FY 01 Colonel Promotion Board First Year Group to
compete for promotion toCOL under Career Field-based promotion system FY 02
Colonel-Level Command Board

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#####ÿÿd#####(### OFFICERS IN YEAR GROUP 80 WILL BE DESIGNATED INTO CAREER FIELDS IN FY 99, AND WILL BE ONE OF THE FIRST YEAR GROUPS TO BE DIRECTLY AFFECTED BY OPMS XXI. CAREER FIELD DESIGNATION OF YEAR GROUP 80 OFFICERS WILL AFFECT THEIR FUTURE ASSIGNMENTS, DEVELOPMENT, AND PROMOTION. YEAR GROUP 80 OFFICERS WILL BE CONSIDERED FOR PROMOTION TO COLONEL IN FY 01, AND WILL BE THE FIRST YEAR GROUP TO COMPETE FOR PROMOTION TO COLONEL UNDER THE CAREER FIELD-BASED PROMOTION SYSTEM. OFFICERS IN THIS YEAR GROUP WILL BE CONSIDERED FOR COLONEL-LEVEL COMMAND IN FY 02.

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Designation and Selection Timelines

Year Group 81

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#####ÿ#ÿÿd##### OFFICERS IN YEAR GROUP 81 WILL BE
DESIGNATED INTO CAREER FIELDS IN FY 00, AND THEIR CAREER FIELD DESIGNATION WILL
AFFECT HIS OR HER FUTURE ASSIGNMENTS, DEVELOPMENT, AND PROMOTION. OFFICERS IN
THIS YEAR GROUP WILL BE CONSIDERED FOR PROMOTION TO COLONEL IN FY 02 UNDER THE
CAREER FIELD-BASED PROMOTION SYSTEM. OFFICERS IN YEAR GROUP 81 WILL BE
CONSIDERED FOR COLONEL-LEVEL COMMAND IN FY 03.

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Designation and Selection Timelines

Year Group 82

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Lieutenant Colonel Promotion Board FY 99 Lieutenant Colonel-Level Command
Board FY 01 Career Field Designation FY 03 Colonel Promotion Board
FY 04 Colonel-Level Command Board

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#####ÿÿd#####c### OFFICERS IN YEAR GROUP 82 WILL BE
CONSIDERED FOR PROMOTION TO LIEUTENANT COLONEL IN FY 98. THIS PROMOTION BOARD
WILL BE CONDUCTED UNDER CURRENT OPMS RULES. OFFICERS IN THIS YEAR GROUP WILL BE
CONSIDERED FOR LIEUTENANT COLONEL-LEVEL COMMAND IN FY 99. YEAR GROUP 82 OFFICERS
WILL BE DESIGNATED INTO CAREER FIELDS IN FY 01 AND THIS WILL AFFECT THEIR FUTURE
ASSIGNMENTS, DEVELOPMENT, AND PROMOTION. YEAR GROUP 82 OFFICERS WILL BE
CONSIDERED FOR PROMOTION TO COLONEL UNDER THE CAREER FIELD-BASED PROMOTION
SYSTEM IN FY 03. OFFICERS IN YEAR GROUP 82 WILL BE CONSIDERED FOR COLONEL-LEVEL
COMMAND IN FY 04.#

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Designation and Selection Timelines

Year Group 83

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Colonel Promotion Board FY 00 Lieutenant Colonel-Level Command Board FY 01
Career Field Designation FY 04 Colonel Promotion Board FY 05 Colonel-Level
Command Board

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#####ÿÿd#####a### OFFICERS IN YEAR GROUP 83 WILL BE
CONSIDERED FOR PROMOTION TO LIEUTENANT COLONEL IN FY 99. THIS PROMOTION BOARD
WILL BE CONDUCTED UNDER CURRENT OPMS RULES. OFFICERS IN THIS YEAR GROUP WILL BE
CONSIDERED FOR LIEUTENANT COLONEL-LEVEL COMMAND IN FY 00. YEAR GROUP 83 OFFICERS
WILL BE DESIGNATED INTO CAREER FIELDS IN FY 01 AND THIS WILL AFFECT THEIR FUTURE
ASSIGNMENTS, DEVELOPMENT, AND PROMOTION. YEAR GROUP 83 OFFICERS WILL BE
CONSIDERED FOR PROMOTION TO COLONEL UNDER THE CAREER FIELD-BASED PROMOTION
SYSTEM IN FY 04. OFFICERS IN YEAR GROUP 83 WILL BE CONSIDERED FOR COLONEL-LEVEL
COMMAND IN FY 05.#

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Designation and Selection Timelines

Year Group 84

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Colonel Promotion Board FY 01 Lieutenant Colonel-Level Command Board FY 02
Career Field Designation FY 05 Colonel Promotion Board FY 06 Colonel-Level
Command Boarde

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#####ÿÿd#####d#####K### OFFICERS IN YEAR GROUP 84 WILL BE
CONSIDERED FOR PROMOTION IN FY 00. THIS PROMOTION BOARD WILL BE CONDUCTED UNDER
CURRENT OPMS RULES. OFFICERS IN THIS YEAR GROUP WILL BE CONSIDERED FOR
LIEUTENANT COLONEL-LEVEL COMMAND IN FY 01. YEAR GROUP 84 OFFICERS WILL BE
DESIGNATED INTO CAREER FIELDS IN FY 02 AND THIS WILL AFFECT THEIR FUTURE
ASSIGNMENTS, DEVELOPMENT, AND PROMOTION. YEAR GROUP 84 OFFICERS WILL BE
CONSIDERED FOR PROMOTION TO COLONEL UNDER THE CAREER FIELD-BASED PROMOTION
SYSTEM IN FY 05. OFFICERS IN YEAR GROUP 84 WILL BE CONSIDERED FOR COLONEL-LEVEL
COMMAND IN FY 06.V

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Designation and Selection Timelines

Year Group 85

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Colonel Promotion Board FY 02 Lieutenant Colonel-Level Command Board FY 02
Career Field Designation FY 06 Colonel Promotion Board FY 07 Colonel-Level
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#####ÿÿd#####`### OFFICERS IN YEAR GROUP 85 WILL BE
CONSIDERED FOR PROMOTION TO LIEUTENANT COLONEL IN FY 01. THIS PROMOTION BOARD
WILL BE CONDUCTED UNDER CURRENT OPMS RULES. OFFICERS IN THIS YEAR GROUP WILL BE
CONSIDERED FOR LIEUTENANT COLONEL-LEVEL COMMAND IN FY 02. YEAR GROUP 85 OFFICERS
WILL BE DESIGNATED INTO CAREER FIELDS IN FY 02 AND THIS WILL AFFECT THEIR FUTURE
ASSIGNMENTS, DEVELOPMENT AND PROMOTION. YEAR GROUP 85 OFFICERS WILL BE
CONSIDERED FOR PROMOTION TO COLONEL UNDER THE CAREER FIELD-BASED PROMOTION
SYSTEM IN FY 06. OFFICERS IN YEAR GROUP 85 WILL BE CONSIDERED FOR COLONEL-LEVEL
COMMAND IN FY 07.

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Designation and Selection Timelines

Year Group 86

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©#ÿÿ####ÿÿ####ÿÿd#####d#####-### FY 99 Career Field
Designation FY 02 Lieutenant Colonel Promotion Board First Year Group to
compete for promotion to LTC under Career Field-based promotion system FY 03
Lieutenant Colonel-Level Command Board FY 07 Colonel Promotion Board FY 08
Colonel-Level Command Board#

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#####ÿÿd#####°### OFFICERS IN YEAR GROUP 86 WILL BE DESIGNATED INTO CAREER FIELDS IN FY 99, AND THIS WILL AFFECT THEIR FUTURE ASSIGNMENTS, DEVELOPMENT, AND PROMOTION. OFFICERS IN THIS YEAR GROUP WILL BE CONSIDERED FOR PROMOTION IN FY 02 UNDER THE CAREER FIELD-BASED PROMOTION SYSTEM. OFFICERS IN THIS YEAR GROUP WILL BE THE FIRST TO COMPETE FOR PROMOTION TO LIEUTENANT COLONEL UNDER THE REVISED PROMOTION SYSTEM. YEAR GROUP 86 OFFICERS WILL BE CONSIDERED FOR LIEUTENANT COLONEL-LEVEL COMMAND IN FY 03. YEAR GROUP 86 OFFICERS WILL BE CONSIDERED FOR PROMOTION TO COLONEL UNDER THE CAREER FIELD-BASED PROMOTION SYSTEM IN FY 07. OFFICERS IN YEAR GROUP 86 WILL BE CONSIDERED FOR COLONEL-LEVEL COMMAND IN FY 08.

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Year Group 87

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Designation FY 03 Lieutenant Colonel Promotion Board FY 04 Lieutenant
Colonel-Level Command Board FY 08 Colonel Promotion Board FY 09 Colonel-
Level Command Board

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OFFICERS IN YEAR GROUP 87 WILL BE DESIGNATED INTO CAREER FIELDS DURING FY 00. OFFICERS IN THIS YEAR GROUP WILL SERVE IN THEIR DESIGNATED CAREER FIELD PRIOR TO BEING CONSIDERED FOR PROMOTION TO LIEUTENANT COLONEL IN FY 03. THIS PROMOTION BOARD WILL BE CONDUCTED UNDER THE CAREER FIELD-BASED PROMOTION SYSTEM. OFFICERS IN YEAR GROUP 87 WILL BE CONSIDERED FOR LIEUTENANT COLONEL-LEVEL COMMAND IN FY 04. YEAR GROUP 87 OFFICERS WILL BE CONSIDERED FOR PROMOTION TO COLONEL IN FY 08 AND FOR COLONEL-LEVEL COMMAND IN FY 09.

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Year Group 88

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Board FY 01 Career Field Designation FY 04 Lieutenant Colonel Promotion
Board FY 05 Lieutenant Colonel-Level Command Board FY 09 Colonel Promotion
Board FY 10 Colonel-Level Command Board

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#####ÿÿd#####d#####f### OFFICERS IN YEAR GROUP 88 WILL BE CONSIDERED FOR PROMOTION TO MAJOR IN FY 98. OFFICERS IN THIS YEAR GROUP WILL BE DESIGNATED INTO CAREER FIELDS IN FY 01. FOLLOWING CAREER FIELD DESIGNATION, OFFICERS IN THIS YEAR GROUP WILL SERVE IN THEIR CAREER FIELD PRIOR TO BEING CONSIDERED FOR LIEUTENANT COLONEL IN FY 04. THIS PROMOTION BOARD WILL BE CONDUCTED UNDER THE CAREER FIELD-BASED PROMOTION SYSTEM. YEAR GROUP 88 OFFICERS WILL BE CONSIDERED FOR LIEUTENANT COLONEL-LEVEL COMMAND IN FY 05. OFFICERS IN YEAR GROUP 88 WILL BE CONSIDERED FOR PROMOTION TO COLONEL IN FY 09 AND FOR COLONEL-LEVEL COMMAND IN FY 10.

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Û#ÿÿ####ÿÿ#####ÿ[]#ÿÿd#####d#####B### FY 99 Major Promotion
Board FY 99 Career Field Designation First Year Group considered for Major
and Career Field Designation during same year FY 05 Lieutenant Colonel
Promotion Board FY 06 Lieutenant Colonel-Level Command Board FY 10 Colonel
Promotion Board FY 11 Colonel-Level Command Board

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#####ÿÿd#####0### OFFICERS IN YEAR GROUP 89 WILL BE
CONSIDERED FOR PROMOTION TO MAJOR AND FOR CAREER FIELD DESIGNATION IN FY 99.
OFFICERS IN THIS YEAR GROUP WILL BE THE FIRST TO BE CONSIDERED FOR MAJOR AND
CAREER FIELD DESIGNATION DURING THE SAME YEAR. YEAR GROUP 89 OFFICERS WILL BE
CONSIDERED FOR PROMOTION TO LIEUTENANT COLONEL, UNDER THE CAREER FIELD-BASED
PROMOTION SYSTEM, IN FY 05. OFFICERS IN THIS YEAR GROUP WILL BE CONSIDERED FOR
LIEUTENANT COLONEL-LEVEL COMMAND IN FY 06. YEAR GROUP 89 OFFICERS WILL BE
CONSIDERED FOR PROMOTION TO COLONEL IN FY 10 AND FOR COLONEL-LEVEL COMMAND IN FY
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Year Group 90

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Board FY 00 Career Field Designation FY 06 Lieutenant Colonel Promotion
Board FY 07 Lieutenant Colonel-Level Command Board FY 11 Colonel Promotion
Board FY 12 Colonel-Level Command Board

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#####ÿÿd##### OFFICERS IN YEAR GROUP 90 WILL BE
CONSIDERED FOR PROMOTION TO MAJOR IN FY 00 AND WILL BE DESIGNATED INTO CAREER
FIELDS DURING THE SAME YEAR. OFFICERS IN THIS YEAR GROUP WILL BE CONSIDERED FOR
PROMOTION TO LIEUTENANT COLONEL IN FY 06, UNDER THE CAREER FIELD-BASED PROMOTION
SYSTEM. YEAR GROUP 90 OFFICERS WILL BE CONSIDERED FOR LIEUTENANT COLONEL-LEVEL
COMMAND IN FY 07. OFFICERS IN YEAR GROUP 90 WILL BE CONSIDERED FOR PROMOTION TO
COLONEL IN FY 11 AND FOR COLONEL-LEVEL COMMAND DURING THE FOLLOWING YEAR.V

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Designation and Selection TimelinesF

Year Group 91

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Board FY 01 Career Field Designation FY 07 Lieutenant Colonel Promotion
Board FY 08 Lieutenant Colonel-Level Command Board FY 12 Colonel Promotion
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d#D#ÿÿ####ÿÿ#####ÿ[]#ÿÿd#####d#####76

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#####ÿÿd##### OFFICERS IN YEAR GROUP 91 WILL BE
CONSIDERED FOR PROMOTION TO MAJOR IN FY 01 AND WILL BE DESIGNATED INTO CAREER
FIELDS DURING THE SAME YEAR. OFFICERS IN THIS YEAR GROUP WILL BE CONSIDERED FOR
PROMOTION TO LIEUTENANT COLONEL, UNDER THE CAREER FIELD-BASED PROMOTION SYSTEM,
IN FY 07. OFFICERS IN YEAR GROUP 91 WILL BE CONSIDERED FOR LIEUTENANT COLONEL-
LEVEL COMMAND IN FY 08. YEAR GROUP 91 OFFICERS WILL BE CONSIDERED FOR PROMOTION
TO COLONEL IN FY 12 AND FOR COLONEL-LEVEL COMMAND DURING THE FOLLOWING YEAR.

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Year Group 92

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Board FY 02 Career Field Designation FY 08 Lieutenant Colonel Promotion
Board FY 09 Lieutenant Colonel-Level Command Board FY 13 Colonel Promotion
Board FY 14 Colonel-Level Command Board

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#####ÿÿd#####d#####p### OFFICERS IN YEAR GROUP 92 WILL BE
CONSIDERED FOR PROMOTION TO MAJOR IN FY 02 AND WILL BE DESIGNATED INTO CAREER
FIELDS DURING THE SAME YEAR. OFFICERS IN THIS YEAR GROUP WILL BE CONSIDERED FOR
PROMOTION TO LIEUTENANT COLONEL, UNDER THE CAREER FIELD-BASED PROMOTION SYSTEM,
IN FY 08. OFFICERS IN YEAR GROUP 92 WILL BE CONSIDERED FOR LIEUTENANT COLONEL-
LEVEL COMMAND IN FY 09. YEAR GROUP 92 OFFICERS WILL BE CONSIDERED FOR PROMOTION
TO COLONEL IN FY 13 AND COLONEL-LEVEL COMMAND DURING THE FOLLOWING YEAR.

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Designation and Selection Timelines
Year Group 93

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#àöéûx A#ÿÿ####ÿÿ####ÿÿd#####d##### FY 98 Functional Area
Designation FY 03 Major Promotion Board FY 03 Career Field Designation FY
09 Lieutenant Colonel Promotion Board FY 10 Lieutenant Colonel-Level Command
Board FY 14 Colonel Promotion Board FY 15 Colonel-Level Command Boardv

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#####ÿÿd#####l### OFFICERS IN YEAR GROUP 93 WILL BE DESIGNATED A FUNCTIONAL AREA DURING FY 98, THEIR FIFTH YEAR OF SERVICE. OFFICERS IN THIS YEAR GROUP WILL BE CONSIDERED FOR PROMOTION TO MAJOR IN FY 03 AND WILL BE DESIGNATED INTO CAREER FIELDS DURING THE SAME YEAR. OFFICERS IN THIS YEAR GROUP WILL BE CONSIDERED FOR PROMOTION TO LIEUTENANT COLONEL, UNDER THE CAREER FIELD-BASED PROMOTION SYSTEM, IN FY 09. OFFICERS IN YEAR GROUP 93 WILL BE CONSIDERED FOR LIEUTENANT COLONEL-LEVEL COMMAND IN FY 10. YEAR GROUP 93 OFFICERS WILL BE CONSIDERED FOR PROMOTION TO COLONEL IN FY 14 AND COLONEL-LEVEL COMMAND DURING THE FOLLOWING YEAR.

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Year Group 94

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Designation FY 04 Major Promotion Board FY 04 Career Field Designation FY
10 Lieutenant Colonel Promotion Board FY 11 Lieutenant Colonel-Level Command
Board FY 15 Colonel Promotion Board FY 16 Colonel-Level Command Board

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#####ÿ#ÿÿd#####d#####Ã### OFFICERS IN YEAR GROUP 94 WILL BE DESIGNATED A FUNCTIONAL AREA DURING FY 99, THEIR FIFTH YEAR OF SERVICE. OFFICERS IN THIS YEAR GROUP WILL BE CONSIDERED FOR PROMOTION TO MAJOR IN FY 04, AND THOSE OFFICERS SELECTED FOR PROMOTION WILL BE DESIGNATED INTO A CAREER FIELD DURING THE SAME YEAR. OFFICERS IN YEAR GROUP 94 WILL SERVE IN THEIR CAREER FIELD FOR APPROXIMATELY SIX YEARS BEFORE BEING CONSIDERED FOR PROMOTION TO LIEUTENANT COLONEL IN FY 10.N

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Designation and Selection Timelines#

Year Group 95

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Designation FY 05 Major Promotion Board FY 05 Career Field Designation FY
11 Lieutenant Colonel Promotion Board FY 12 Lieutenant Colonel-Level Command
Board FY 16 Colonel Promotion Board FY 17 Colonel-Level Command Board

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#####ÿÿd#####Î### OFFICERS IN YEAR GROUP 95 WILL BE DESIGNATED A FUNCTIONAL AREA DURING FY 00, THEIR FIFTH YEAR OF SERVICE. OFFICERS IN THIS YEAR GROUP WILL BE CONSIDERED FOR PROMOTION TO MAJOR IN FY 05, AND THOSE OFFICERS SELECTED FOR PROMOTION WILL BE DESIGNATED INTO A CAREER FIELD DURING THE SAME YEAR. OFFICERS IN YEAR GROUP 95 WILL SERVE IN THEIR DESIGNATED CAREER FIELD FOR APPROXIMATELY SIX YEARS BEFORE BEING CONSIDERED FOR PROMOTION TO LIEUTENANT COLONEL IN FY 11.

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pÿÿ####ÿÿ####ÿÿÿd#####d##### FY 01 Functional Area
Designation FY 06 Major Promotion Board FY 06 Career Field Designation FY
12 Lieutenant Colonel Promotion Board FY 13 Lieutenant Colonel-Level Command
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#####ÿ#ÿÿd#####Î### OFFICERS IN YEAR GROUP 96 WILL BE
DESIGNATED A FUNCTIONAL AREA DURING FY 01, THEIR FIFTH YEAR OF SERVICE. OFFICERS
IN THIS YEAR GROUP WILL BE CONSIDERED FOR PROMOTION TO MAJOR IN FY 06, AND THOSE
OFFICERS SELECTED FOR PROMOTION WILL BE DESIGNATED INTO A CAREER FIELD DURING
THE SAME YEAR. OFFICERS IN YEAR GROUP 96 WILL SERVE IN THEIR DESIGNATED CAREER
FIELD FOR APPROXIMATELY SIX YEARS BEFORE BEING CONSIDERED FOR PROMOTION TO
LIEUTENANT COLONEL IN FY 12.

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Year Group 97

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pÿÿ####ÿÿ####ÿÿÿd#####d##### FY 02 Functional Area
Designation FY 07 Major Promotion Board FY 07 Career Field Designation FY
13 Lieutenant Colonel Promotion Board FY 14 Lieutenant Colonel-Level Command
Board FY 18 Colonel Promotion Board FY 19 Colonel-Level Command Board

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#####ÿÿd#####Î### OFFICERS IN YEAR GROUP 97 WILL BE DESIGNATED A FUNCTIONAL AREA DURING FY 02, THEIR FIFTH YEAR OF SERVICE. OFFICERS IN THIS YEAR GROUP WILL BE CONSIDERED FOR PROMOTION TO MAJOR IN FY 07, AND THOSE OFFICERS SELECTED FOR PROMOTION WILL BE DESIGNATED INTO A CAREER FIELD DURING THE SAME YEAR. OFFICERS IN YEAR GROUP 97 WILL SERVE IN THEIR DESIGNATED CAREER FIELD FOR APPROXIMATELY SIX YEARS BEFORE BEING CONSIDERED FOR PROMOTION TO LIEUTENANT COLONEL IN FY 13.

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